

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2023 to 06/30/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Voting Statistics

	Total	Percent
Votable Meetings	459	
Meetings Voted	437	95.21%
Meetings with One or More Votes Against Management	170	37.04%
Votable Ballots	2574	
Ballots Voted	2456	95.42%

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	7856		406		8262	
Proposals Voted	7289	92.78%	395	97.29%	7684	93.00%
FOR Votes	6894	87.75%	171	42.12%	7065	85.51%
AGAINST Votes	226	2.88%	222	54.68%	448	5.42%
ABSTAIN Votes	5	0.06%	0	0.00%	5	0.06%
WITHHOLD Votes	28	0.36%	2	0.49%	30	0.36%
Votes WITH Management	7034	89.54%	236	58.13%	7270	87.99%
Votes AGAINST Management	255	3.25%	159	39.16%	414	5.01%

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	562	6.80%	531	6.43%	555	6.72%	7	0.08%	0	0.00%
Capitalization	882	10.68%	855	10.35%	882	10.68%	0	0.00%	11	0.13%
Company Articles	127	1.54%	123	1.49%	120	1.45%	7	0.08%	3	0.04%
Compensation	1150	13.92%	1077	13.04%	1117	13.52%	33	0.40%	106	1.28%
Corporate Governance	19	0.23%	19	0.23%	0	0.00%	19	0.23%	14	0.17%
Director Election	3569	43.20%	3418	41.37%	3539	42.83%	30	0.36%	132	1.60%
Director Related	710	8.59%	537	6.50%	659	7.98%	51	0.62%	28	0.34%
E&S Blended	50	0.61%	50	0.61%	9	0.11%	41	0.50%	8	0.10%
Environmental	72	0.87%	71	0.86%	8	0.10%	64	0.77%	24	0.29%
Miscellaneous	18	0.22%	11	0.13%	8	0.10%	10	0.12%	2	0.02%
Mutual Funds	2	0.02%	2	0.02%	2	0.02%	0	0.00%	0	0.00%
No Research	24	0.29%	0	0.00%	24	0.29%	0	0.00%	0	0.00%
Non-Routine Business	28	0.34%	28	0.34%	24	0.29%	4	0.05%	5	0.06%
Routine Business	696	8.42%	610	7.38%	696	8.42%	0	0.00%	17	0.21%
Social	209	2.53%	209	2.53%	69	0.84%	140	1.69%	59	0.71%
Strategic Transactions	24	0.29%	23	0.28%	24	0.29%	0	0.00%	5	0.06%
Takeover Related	120	1.45%	120	1.45%	120	1.45%	0	0.00%	0	0.00%
Total	8262	100.00%	7684	93.00%	7856	95.09%	406	4.91%	414	5.01%

Micron Technology, Inc.

Meeting Date: 01/12/2023

Country: USA

Ticker: MU

Record Date: 11/14/2022

Meeting Type: Annual

Primary Security ID: 595112103

Micron Technology, Inc.

Shares Voted: 71,703

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert 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	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Linde Plc

Meeting Date: 01/18/2023Country: IrelandTicker: LIN

Record Date: 01/16/2023Meeting Type: Extraordinary Shareholders

Primary Security ID: G5494J103

Shares Voted: 5,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	For	For
2	Amend Articles of Association	Mgmt	For	For	For
3	Approve Common Draft Terms of Merger	Mgmt	For	For	For

Linde Plc

Meeting Date: 01/18/2023Country: IrelandTicker: LIN

Record Date: 01/16/2023Meeting Type: Court

Primary Security ID: G5494J103

Shares Voted: 5,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			

Linde Plc

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

Tracsis Plc

Meeting Date: 01/18/2023

Record Date: 01/16/2023

Primary Security ID: G90029102

Country: United Kingdom

Meeting Type: Annual

Ticker: TRCS

Shares Voted: 617,773

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
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Christopher Cole as Director	Mgmt	For	Abstain	Abstain
Voting Policy Rationale: Item 5 An ABSTAIN vote on the re-election of Chris Cole 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. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 6 to 10 A vote FOR the re-election/election of Liz Richards, James Routh, Jill Easterbrook, Chris Barnes, and Andy Kelly is warranted because no significant concerns have been identified.					
6	Re-elect Elizabeth Anne Richards as Director	Mgmt	For	For	For
7	Re-elect James Routh as Director	Mgmt	For	For	For
8	Elect Jill Easterbrook as Director	Mgmt	For	For	For
9	Re-elect Christopher Barnes as Director	Mgmt	For	For	For
10	Re-elect Andrew Kelly as Director	Mgmt	For	For	For
11	Approve Final Dividend	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

Costco Wholesale Corporation

Meeting Date: 01/19/2023

Record Date: 11/11/2022

Primary Security ID: 22160K105

Country: USA

Meeting Type: Annual

Ticker: COST

Costco Wholesale Corporation

Shares Voted: 25,278

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 Ron M. Vachris	Mgmt	For	For	For
1k	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/19/2023Country: USATicker: INTU

Record Date: 11/21/2022Meeting Type: Annual

Primary Security ID: 461202103

Shares Voted: 10,450

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
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 Thomas Szkutak	Mgmt	For	For	For

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Raul Vazquez	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

Koninklijke DSM NV

Meeting Date: 01/23/2023	Country: Netherlands	Ticker: DSM
Record Date: 12/26/2022	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N5017D122		

Shares Voted: 15,270

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Presentation on the Transaction	Mgmt			
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For	For	For
4	Approve Discharge of Management Board	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Close Meeting	Mgmt			

Becton, Dickinson and Company

Meeting Date: 01/24/2023	Country: USA	Ticker: BDx
Record Date: 12/05/2022	Meeting Type: Annual	
Primary Security ID: 075887109		

Shares Voted: 59,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1.7	Elect Director Christopher Jones	Mgmt	For	For	For
1.8	Elect Director Marshall O. Larsen	Mgmt	For	For	For
1.9	Elect Director Thomas E. Polen	Mgmt	For	For	For
1.10	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.11	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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	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.

Marston's Plc

Meeting Date: 01/24/2023Country: United KingdomTicker: MARS

Record Date: 01/20/2023Meeting Type: Annual

Primary Security ID: G5852L104

Shares Voted: 13,388,519

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 Nick Varney as Director	Mgmt	For	For	For
5	Re-elect Andrew Andrea as Director	Mgmt	For	For	For
6	Re-elect Bridget Lea as Director	Mgmt	For	For	For
7	Re-elect Hayleigh Lupino as Director	Mgmt	For	For	For
8	Re-elect Octavia Morley as Director	Mgmt	For	For	For
9	Re-elect Matthew Roberts as Director	Mgmt	For	For	For
10	Re-elect William Rucker as Director	Mgmt	For	For	For

Marston's Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Approve Sharesave Scheme	Mgmt	For	For	For
14	Approve Long Term Incentive Plan	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

Visa Inc.

Meeting Date: 01/24/2023

Record Date: 11/25/2022

Primary Security ID: 92826C839

Country: USA

Meeting Type: Annual

Ticker: V

Shares Voted: 22,108

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 Kermit R. Crawford	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 Teri L. List	Mgmt	For	For	For
1g	Elect Director John F. Lundgren	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	For

Auction Technology Group Plc

Meeting Date: 01/26/2023

Record Date: 01/24/2023

Primary Security ID: G0623K105

Country: United Kingdom

Meeting Type: Annual

Ticker: ATG

Shares Voted: 384,901

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 Breon Corcoran as Director	Mgmt	For	For	For
4	Re-elect John-Paul Savant as Director	Mgmt	For	For	For
5	Re-elect Tom Hargreaves as Director	Mgmt	For	For	For
6	Re-elect Scott Forbes as Director	Mgmt	For	For	For
7	Re-elect Morgan Seigler as Director	Mgmt	For	For	For
8	Re-elect Pauline Reader as Director	Mgmt	For	For	For
9	Elect Suzanne Baxter as Director	Mgmt	For	For	For
10	Elect Tamsin Todd 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	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

Britvic Plc

Meeting Date: 01/26/2023

Record Date: 01/24/2023

Primary Security ID: G17387104

Country: United Kingdom

Meeting Type: Annual

Ticker: BVIC

Shares Voted: 3,215,391

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 Share Incentive Plan	Mgmt	For	For	For
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 Emer Finnan as Director	Mgmt	For	For	For
9	Re-elect Simon Litherland 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 Hounaida Lasry as Director	Mgmt	For	For	For
13	Appoint 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
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: 01/26/2023Country: USATicker: WBA

Record Date: 11/28/2022Meeting Type: Annual

Primary Security ID: 931427108

Shares Voted: 97,214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1c	Elect Director Rosalind G. Brewer	Mgmt	For	For	For
1d	Elect Director Ginger L. Graham	Mgmt	For	For	For
1e	Elect Director Bryan C. Hanson	Mgmt	For	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For	For
1h	Elect Director Dominic P. Murphy	Mgmt	For	For	For
1i	Elect Director Stefano Pessina	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	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 Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. The company has underperformed its peers over the short and long term. While the lead independent director role is robust, the lead independent director needs to effectively act as a counterweight to both a CEO and an executive chairman. An independent chair policy would simplify the current board leadership structure, which could promote more effective independent oversight.

Avon Protection Plc

Meeting Date: 01/27/2023

Record Date: 01/25/2023

Primary Security ID: G06860103

Country: United Kingdom

Meeting Type: Annual

Ticker: AVON

Shares Voted: 902,169

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	Elect Jos Sclater as Director	Mgmt	For	For	For
5	Elect Rich Cashin 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

Avon Protection Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

iShares VII plc - iShares Core S&P 500 UCITS ETF

Meeting Date: 01/27/2023

Record Date: 01/26/2023

Primary Security ID: G4955H110

Country: Ireland

Meeting Type: Annual

Ticker: CSP1

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	
2	Ratify Deloitte as Auditors	Mgmt	For	For	
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	
4	Re-elect Ros O'Shea as Director	Mgmt	For	For	
5	Re-elect Jessica Irschick as Director	Mgmt	For	For	
6	Elect Padraig Kenny as Director	Mgmt	For	For	
7	Re-elect Deirdre Somers as Director	Mgmt	For	For	
8	Elect William McKechnie as Director	Mgmt	For	For	

On The Beach Group Plc

Meeting Date: 01/27/2023

Record Date: 01/25/2023

Primary Security ID: G6754C101

Country: United Kingdom

Meeting Type: Annual

Ticker: OTB

On The Beach Group Plc

Shares Voted: 4,854,279

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
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	Re-elect Justine Greening as Director	Mgmt	For	For	For
10	Elect Zoe Harris 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	Approve Long Term Incentive Plan	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

Hollywood Bowl Group Plc

Meeting Date: 01/30/2023Country: United KingdomTicker: BOWL

Record Date: 01/26/2023Meeting Type: Annual

Primary Security ID: G45655100

Shares Voted: 5,925,286

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

Hollywood Bowl Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Special Dividend	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Elect Julia Porter as Director	Mgmt	For	For	For
6	Re-elect Nick Backhouse as Director	Mgmt	For	For	For
7	Re-elect Peter Boddy as Director	Mgmt	For	For	For
8	Re-elect Stephen Burns as Director	Mgmt	For	For	For
9	Re-elect Melanie Dickinson as Director	Mgmt	For	For	For
10	Re-elect Laurence Keen as Director	Mgmt	For	For	For
11	Re-elect Ivan Schofield 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 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

Accenture Plc

Meeting Date: 02/01/2023

Record Date: 12/06/2022

Primary Security ID: G1151C101

Country: Ireland

Meeting Type: Annual

Ticker: ACN

Shares Voted: 52,565

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

Accenture Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Julie Sweet	Mgmt	For	For	For
1i	Elect Director Tracey T. Travis	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	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

Capricorn Energy Plc

Meeting Date: 02/01/2023	Country: United Kingdom	Ticker: CNE
Record Date: 01/30/2023	Meeting Type: Special	
Primary Security ID: G1856T128		

Shares Voted: 374,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals	Mgmt			
1	Remove Simon Thomson as Director	SH	Against	For	For
Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.					
2	Remove James Smith as Director	SH	Against	For	For
Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.					
3	Remove Nicoletta Giadrossi as Director	SH	Against	For	For
Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Remove Keith Lough as Director	SH	Against	For	For
<p><i>Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.</i></p>					
5	Remove Peter Kallos as Director	SH	Against	For	For
<p><i>Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.</i></p>					
6	Remove Alison Wood as Director	SH	Against	For	For
<p><i>Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.</i></p>					
7	Remove Luis Araujo as Director	SH	Against	For	For
<p><i>Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.</i></p>					
8	Elect Hesham Mekawi, a Shareholder Nominee to the Board	SH	Against	For	For
<p><i>Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.</i></p>					
9	Elect Christopher Cox, a Shareholder Nominee to the Board	SH	Against	For	For
<p><i>Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.</i></p>					

Capricorn Energy Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Maria Gordon, a Shareholder Nominee to the Board	SH	Against	For	For
Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.					
11	Elect Craig van de Laan, a Shareholder Nominee to the Board	SH	Against	For	For
Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.					
12	Elect Richard Herbert, a Shareholder Nominee to the Board	SH	Against	For	For
Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.					
13	Elect Tom Pitts, a Shareholder Nominee to the Board	SH	Against	For	For
Voting Policy Rationale: Support FOR all the Palliser proposals is considered warranted because: * Despite billions in investments and divestments over a decade, we do not find evidence that Capricorn created any meaningful value for shareholders; * Based on public information, neither the Tullow deal nor the NewMed combination appear to provide a more compelling alternative to the standalone case; and * Given the pervasive loss of faith in the Company's leadership, and considering that partial change is unlikely to generate sufficient investor trust in a reconstituted board (particularly in the absence of more granular disclosure around key decisions), there appears to be merit to the dissident's call for a majority change at board level.					

Imperial Brands Plc

Meeting Date: 02/01/2023	Country: United Kingdom	Ticker: IMB
Record Date: 01/30/2023	Meeting Type: Annual	
Primary Security ID: G4720C107		

Shares Voted: 1,487,700

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 Final Dividend	Mgmt	For	For	For
4	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
5	Re-elect Susan Clark as Director	Mgmt	For	For	For

Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-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 Lukas Paravicini as Director	Mgmt	For	For	For
11	Re-elect Diane de Saint Victor as Director	Mgmt	For	For	For
12	Re-elect Jonathan Stanton 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	Approve Share Matching Scheme	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

The Sage Group plc

Meeting Date: 02/02/2023

Country: United Kingdom

Ticker: SGE

Record Date: 01/31/2023

Meeting Type: Annual

Primary Security ID: G7771K142

Shares Voted: 3,690,424

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 Jones as Director	Mgmt	For	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For	For
6	Re-elect Sangeeta Anand as Director	Mgmt	For	For	For
7	Re-elect John Bates as Director	Mgmt	For	For	For
8	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For

The Sage Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Annette Court as Director	Mgmt	For	For	For
10	Re-elect Drummond Hall as Director	Mgmt	For	For	For
11	Re-elect Derek Harding 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	Reappoint Ernst & Young 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 Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
18	Amend 2019 Restricted Share Plan	Mgmt	For	For	For
19	Approve Colleague Share Purchase 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

Emerson Electric Co.

Meeting Date: 02/07/2023

Record Date: 11/29/2022

Primary Security ID: 291011104

Country: USA

Meeting Type: Annual

Ticker: EMR

Shares Voted: 58,938

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin S. Craighead	Mgmt	For	For	For
1b	Elect Director Gloria A. Flach	Mgmt	For	For	For
1c	Elect Director Matthew S. Levatich	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

Emerson Electric Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Rockwell Automation, Inc.

Meeting Date: 02/07/2023	Country: USA	Ticker: ROK
Record Date: 12/12/2022	Meeting Type: Annual	
Primary Security ID: 773903109		

Shares Voted: 11,408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director William P. Gipson	Mgmt	For	For	For
A2	Elect Director Pam Murphy	Mgmt	For	For	For
A3	Elect Director Donald R. Parfet	Mgmt	For	For	For
A4	Elect Director Robert W. Soderbery	Mgmt	For	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
D	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Siemens Energy AG

Meeting Date: 02/07/2023	Country: Germany	Ticker: ENR
Record Date: 01/31/2023	Meeting Type: Annual	
Primary Security ID: D6T47E106		

Shares Voted: 76,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2021/22	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2021/22	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karim Amin (from March 1, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Approve Discharge of Management Board Member Jochen Eickholt (until Feb. 28, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2021/22	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2021/22	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2021/22	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2021/22	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2021/22	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2021/22	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers (from Sep. 1, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2021/22	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2021/22	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2021/22	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2021/22	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Ruediger Gross (until Aug. 31, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2021/22	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2021/22	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2021/22	Mgmt	For	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member Thomas Pfann (from Sep. 1, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2021/22	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Hagen Reimer (until Aug. 31, 2022) for Fiscal Year 2021/22	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2021/22	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2021/22	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Supervisory Board Committees	Mgmt	For	For	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
10	Approve Creation of EUR 363.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	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 72.7 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Grainger Plc

Meeting Date: 02/08/2023

Country: United Kingdom

Ticker: GRI

Record Date: 02/06/2023

Meeting Type: Annual

Primary Security ID: G40432117

Shares Voted: 3,469,839

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 Mark Clare as Director	Mgmt	For	For	For
6	Re-elect Helen Gordon as Director	Mgmt	For	For	For
7	Re-elect Robert Hudson 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	Re-elect Carol Hui as Director	Mgmt	For	For	For
11	Elect Michael Brodtman 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 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

Cerence Inc.

Meeting Date: 02/09/2023Country: USATicker: CRNC

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

Primary Security ID: 156727109

Shares Voted: 96,971

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Stefan Ortmanns	Mgmt	For	For	For
1.4	Elect Director Sanjay Jha	Mgmt	For	For	For
1.5	Elect Director Marianne Budnik	Mgmt	For	For	For
1.6	Elect Director Alfred Nietzel	Mgmt	For	For	For
1.7	Elect Director Douglas Davis	Mgmt	For	For	For
1.8	Elect Director Thomas Beaudoin	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

Compass Group Plc

Meeting Date: 02/09/2023Country: United KingdomTicker: CPG

Record Date: 02/07/2023Meeting Type: Annual

Primary Security ID: G23296208

Shares Voted: 4,446,711

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: * The Company's Remuneration Policy received significant dissent at the 2022 AGM (32.5% against), which has been attributed to concerns around the significant increases made to LTIP award levels. Despite the level of dissent recorded, no material actions have been taken to address the underlying concerns raised.					
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Ian Meakins as Director	Mgmt	For	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
6	Re-elect Palmer Brown as Director	Mgmt	For	For	For
7	Re-elect Gary Green as Director	Mgmt	For	For	For
8	Re-elect Carol Arrowsmith as Director	Mgmt	For	Abstain	Abstain
Voting Policy Rationale: Items 4-7 and 9-14 A vote FOR the re-election of Ian Meakins, Dominic Blakemore, Palmer Brown, Gary Green, Stefan Bomhard, John Bryant, Arlene Isaacs-Lowe, Anne-Francoise Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified. Item 8 An ABSTAIN vote regarding the re-election of Carol Arrowsmith is considered warranted: * As Chair of the Remuneration Committee for the year under review, she is considered to be ultimately responsible for the Company's remuneration practices. The response to significant shareholder dissent received by the remuneration policy resolution at the 2022 AGM is not considered sufficient. See Item 2 for further analysis. * She will step down as Chair of the Remuneration Committee at the 2023 AGM, but will remain on the Committee to ensure "continuity and an orderly transition". A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. Item 15 A vote FOR the re-election of Ireena Vittal is considered warranted, although it is not without concern: * In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards. The main reasons for support are: * Her external mandates are technically in line with ISS voting guidelines; * She does not currently hold any primary employment mandates; and * There are no other concerns identified in relation to her re-election.					

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
10	Re-elect John Bryant as Director	Mgmt	For	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
13	Re-elect Sundar Raman as Director	Mgmt	For	For	For
14	Re-elect Nelson Silva as Director	Mgmt	For	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
16	Reappoint KPMG 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
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 14 Clear Days' Notice	Mgmt	For	For	For

easyJet Plc

Meeting Date: 02/09/2023	Country: United Kingdom	Ticker: EZJ
Record Date: 02/07/2023	Meeting Type: Annual	
Primary Security ID: G3030S109		

Shares Voted: 1,712,721

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 Hester as Director	Mgmt	For	For	For
4	Re-elect Johan Lundgren as Director	Mgmt	For	For	For
5	Re-elect Kenton Jarvis as Director	Mgmt	For	For	For
6	Re-elect Catherine Bradley as Director	Mgmt	For	For	For
7	Re-elect Sheikh Mansurah Tal-At Mannings as Director	Mgmt	For	For	For

easyJet Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect David Robbie as Director	Mgmt	For	For	For
9	Elect Rianne van der Eijk as Director	Mgmt	For	For	For
10	Elect Harald Eisenacher as Director	Mgmt	For	For	For
11	Elect Detlef Trefzger as Director	Mgmt	For	For	For
12	Reappoint 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	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

Embecta Corp.

Meeting Date: 02/09/2023Country: USATicker: EMBC

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

Primary Security ID: 29082K105

Shares Voted: 1,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David J. Albritton	Mgmt	For	For	For
1b	Elect Director Carrie L. Anderson	Mgmt	For	For	For
1c	Elect Director Christopher R. Reidy	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Siemens AG

Meeting Date: 02/09/2023Country: GermanyTicker: SIE

Record Date: 02/02/2023Meeting 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 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.25 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Regina Dugan to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Keryn Lee James to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Martina Merz to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Benoit Potier to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	For	For
7.7	Elect Matthias Zachert to the Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	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

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For

Tritax Eurobox Plc

Meeting Date: 02/09/2023	Country: United Kingdom	Ticker: EBOX
Record Date: 02/07/2023	Meeting Type: Annual	
Primary Security ID: G9101X109		

Shares Voted: 409,166

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 Orr as Director	Mgmt	For	For	For
5	Re-elect Taco De Groot as Director	Mgmt	For	For	For
6	Re-elect Keith Mansfield as Director	Mgmt	For	For	For
7	Re-elect Eva-Lotta Sjostedt as Director	Mgmt	For	For	For
8	Elect Sarah Whitney as Director	Mgmt	For	For	For
9	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	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

Tyson Foods, Inc.

Meeting Date: 02/09/2023	Country: USA	Ticker: TSN
Record Date: 12/12/2022	Meeting Type: Annual	
Primary Security ID: 902494103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i></p>					
1b	Elect Director Les R. Baledge	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i></p>					
1c	Elect Director Mike Beebe	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i></p>					
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For	For
1e	Elect Director David J. Bronczek	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i></p>					
1f	Elect Director Mikel A. Durham	Mgmt	For	For	For
1g	Elect Director Donnie King	Mgmt	For	For	For
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	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote FOR all other director nominees is warranted.</i></p>					
1m	Elect Director Noel White	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
<p><i>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.</i></p>					

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against	Against

Siemens Healthineers AG

Meeting Date: 02/15/2023

Record Date: 02/08/2023

Primary Security ID: D6T479107

Country: Germany

Meeting Type: Annual

Ticker: SHL

Shares Voted: 36,645

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board. In addition, votes AGAINST Ralf Thomas, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because their proposed term exceeds four years. However, votes FOR the independent nominees Marion Helmes and Karl-Heinz Streibich are recommended as their presence helps to increase the independence of the board and their proposed terms are limited to three years.</i>					
7.2	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board. In addition, votes AGAINST Ralf Thomas, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because their proposed term exceeds four years. However, votes FOR the independent nominees Marion Helmes and Karl-Heinz Streibich are recommended as their presence helps to increase the independence of the board and their proposed terms are limited to three years.</i>					
7.3	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board. In addition, votes AGAINST Ralf Thomas, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because their proposed term exceeds four years. However, votes FOR the independent nominees Marion Helmes and Karl-Heinz Streibich are recommended as their presence helps to increase the independence of the board and their proposed terms are limited to three years.</i>					
7.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board. In addition, votes AGAINST Ralf Thomas, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because their proposed term exceeds four years. However, votes FOR the independent nominees Marion Helmes and Karl-Heinz Streibich are recommended as their presence helps to increase the independence of the board and their proposed terms are limited to three years.</i>					

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board. In addition, votes AGAINST Ralf Thomas, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because their proposed term exceeds four years. However, votes FOR the independent nominees Marion Helmes and Karl-Heinz Streibich are recommended as their presence helps to increase the independence of the board and their proposed terms are limited to three years.</i>					
7.7	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
7.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board. In addition, votes AGAINST Ralf Thomas, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because their proposed term exceeds four years. However, votes FOR the independent nominees Marion Helmes and Karl-Heinz Streibich are recommended as their presence helps to increase the independence of the board and their proposed terms are limited to three years.</i>					
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposed article amendments is warranted because: * They would allow for virtual-only shareholder meetings for the next five years, which is considered excessive as the company does not elaborate on the circumstances under which virtual-only meetings would be held.</i>					
10.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
11	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	Mgmt	For	For	For

Infineon Technologies AG

Meeting Date: 02/16/2023Country: GermanyTicker: IFX

Record Date: 02/09/2023Meeting Type: Annual

Primary Security ID: D35415104

Shares Voted: 121,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.32 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz (from June 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg (from April 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Reinhard Ploss (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Helmut Gassel (until May 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2022	Mgmt	For	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde (from June 1, 2023) for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf (until May 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6.1	Elect Herbert Diess to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Klaus Helmrich to the Supervisory Board	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
9.1	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For

SSP Group Plc

Meeting Date: 02/16/2023

Country: United Kingdom

Ticker: SSPG

Record Date: 02/14/2023

Meeting Type: Annual

Primary Security ID: G8402N125

Shares Voted: 8,724,282

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

SSP Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Patrick Coveney as Director	Mgmt	For	For	For
4	Re-elect Mike Clasper as Director	Mgmt	For	For	For
5	Re-elect Jonathan Davies as Director	Mgmt	For	For	For
6	Re-elect Carolyn Bradley as Director	Mgmt	For	For	For
7	Re-elect Tim Lodge as Director	Mgmt	For	For	For
8	Re-elect Judy Vezmar as Director	Mgmt	For	For	For
9	Re-elect Kelly Kuhn as Director	Mgmt	For	For	For
10	Re-elect Apurvi Sheth 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 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
19	Adopt New Articles of Association	Mgmt	For	For	For

Capricorn Energy Plc

Meeting Date: 02/22/2023

Record Date: 02/20/2023

Primary Security ID: G1856T128

Country: United Kingdom

Meeting Type: Special

Ticker: CNE

Shares Voted: 374,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	This is a Second Call Meeting Originally Held on 01 February 2023	Mgmt			
	Approve Matters Related to the Combination of Capricorn Energy Plc and NewMed Energy	Mgmt	For	Against	Against

Capricorn Energy Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Waiver on Tender-Bid Requirement in Connection with the Issue to Delek Group, Mr Tshuva and Any Member of the Concert Party of the New Ordinary Shares Pursuant to the Business Combination Agreement	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. Approval of the authority could result in the concert party gaining creeping control of the Company.</i>					
3	Authorise Issue of Equity in Connection with the Combination	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The proposed authority exceeds recommended limits; and * The proposed share issuance is in connection with the Transaction (Item 1) – which doesn't warrant shareholder support.</i>					
4	Approve Increase in Borrowing Limit	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The proposed authority sought is in connection with the proposed transaction – which does not warrant shareholder support; and * The Company has not provided a specific cap to the proposed borrowing limit.</i>					
5	Amend Remuneration Policy to Permit the Payment of Cash Amounts to Simon Thomson and James Smith	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of ISS' recommendation against the NewMed transaction.</i>					
6	Approve Israeli Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The share scheme is being introduced primarily to award the new CEO a rollover award if the proposed transaction is successful. As previously highlighted, support for the transaction is not warranted. ; * Awards vest before three years from the date of grant * It remains unclear if awards are subject to pre-determined performance conditions; and * The Remuneration Committee retains the ability to accelerate vesting outcomes.</i>					
7	Amend Remuneration Policy to Reflect the Payments and Benefits Provided to Yossi Abu Under the 2022 Employment Contract	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The amendments to the remuneration policy are sought for shareholder approval for the purposes of facilitating Yossi Abu's 2022 Employment Contract after completion of the transaction – which does not warrant shareholder support.</i>					
8	Approve Terms of the Special Bonus	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST these items is warranted: * The approval of the terms of the Special and Retention Bonuses are part of wider amendments to the remuneration policy to facilitate the 2022 Employment Contract for the new CEO Yossi Abu should the transaction receive shareholder approval. As previously highlighted in this report, support for the transaction is not considered warranted. * The retention bonus will not be subject to any performance conditions.</i>					
9	Approve Terms of the Retention Bonus	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST these items is warranted: * The approval of the terms of the Special and Retention Bonuses are part of wider amendments to the remuneration policy to facilitate the 2022 Employment Contract for the new CEO Yossi Abu should the transaction receive shareholder approval. As previously highlighted in this report, support for the transaction is not considered warranted. * The retention bonus will not be subject to any performance conditions.</i>					
10	Approve Waiver on Tender-Bid Requirement in Relation to the Exercise by the Company of Any or All of the Buyback Authority	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. Approval of the authority could result in the concert party gaining creeping control of the Company.</i>					

Deere & Company

Meeting Date: 02/22/2023

Record Date: 12/27/2022

Primary Security ID: 244199105

Country: USA

Meeting Type: Annual

Ticker: DE

Shares Voted: 8,911

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
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	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, 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.

RWS Holdings Plc

Meeting Date: 02/22/2023

Record Date: 02/20/2023

Primary Security ID: G7734E126

Country: United Kingdom

Meeting Type: Annual

Ticker: RWS

Shares Voted: 6,874,521

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

RWS Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Andrew Brode as Director	Mgmt	For	Abstain	Abstain
Voting Policy Rationale: Item 4 An 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 5-11 A vote FOR the re-election/election of Lara Boro, Frances Earl, David Clayton, Gordon Stuart, Ian El-Mokadem, Candida (Candy) Davies and Julie Southern is warranted because no significant concerns have been identified.					
5	Re-elect Lara Boro as Director	Mgmt	For	For	For
6	Re-elect Frances Earl as Director	Mgmt	For	For	For
7	Re-elect David Clayton as Director	Mgmt	For	For	For
8	Re-elect Gordon Stuart as Director	Mgmt	For	For	For
9	Re-elect Ian El-Mokadem as Director	Mgmt	For	For	For
10	Elect Candida Davies as Director	Mgmt	For	For	For
11	Elect Julie Southern 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	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

Integrafin Holdings Plc

Meeting Date: 02/23/2023Country: United KingdomTicker: IHP

Record Date: 02/21/2023Meeting Type: Annual

Primary Security ID: G4796T109

Shares Voted: 6,868,616

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 Cranfield as Director	Mgmt	For	For	For
4	Re-elect Alexander Scott as Director	Mgmt	For	For	For
5	Re-elect Jonathan Gunby as Director	Mgmt	For	For	For
6	Re-elect Michael Howard as Director	Mgmt	For	For	For

Integrafin Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Caroline Banszky as Director	Mgmt	For	For	For
8	Re-elect Victoria Cochrane as Director	Mgmt	For	For	For
9	Re-elect Rita Dhut as Director	Mgmt	For	For	For
10	Re-elect Charles Robert Lister as Director	Mgmt	For	For	For
11	Re-elect Christopher Munro as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young 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 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

Kone Oyj

Meeting Date: 02/28/2023

Record Date: 02/16/2023

Primary Security ID: X4551T105

Country: Finland

Meeting Type: Annual

Ticker: KNEBV

Shares Voted: 47,742

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	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 proposed remuneration report is below par in relation to market standards, particularly with regards to the disclosure of concrete metrics and their corresponding weights for the STIP paid out in the financial year in review. * The LTIP allows for inflight changes annually					
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	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR candidates Susan Duinhoven, Iiris Herlin, Ravi Kant, Krishna Mikkilineni, Marika Fredriksson and Marcela Manubens is warranted due to lack of concerns for these candidates. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted because lack of independence on remuneration committee. A vote AGAINST Jussi Herlin is warranted because the presence of an executive(s) on audit-, remuneration- and nomination committees.					
13.b	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
13.c	Elect Marika Fredriksson as New Director	Mgmt	For	For	For
13.d	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR candidates Susan Duinhoven, Iiris Herlin, Ravi Kant, Krishna Mikkilineni, Marika Fredriksson and Marcela Manubens is warranted due to lack of concerns for these candidates. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted because lack of independence on remuneration committee. A vote AGAINST Jussi Herlin is warranted because the presence of an executive(s) on audit-, remuneration- and nomination committees.					
13.e	Reelect Iiris Herlin as Director	Mgmt	For	For	For
13.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR candidates Susan Duinhoven, Iiris Herlin, Ravi Kant, Krishna Mikkilineni, Marika Fredriksson and Marcela Manubens is warranted due to lack of concerns for these candidates. A vote AGAINST Antti Herlin and Matti Alahuhta is warranted because lack of independence on remuneration committee. A vote AGAINST Jussi Herlin is warranted because the presence of an executive(s) on audit-, remuneration- and nomination committees.					
13.g	Reelect Ravi Kant as Director	Mgmt	For	For	For
13.h	Elect Marcela Manubens as New Director	Mgmt	For	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Amend Articles Re: Company Business; General Meeting Participation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the proposed article amendment is warranted because the new articles provide the possibility for virtual-only shareholder meetings. 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.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Paragon Banking Group Plc

Meeting Date: 03/01/2023

Record Date: 02/27/2023

Primary Security ID: G6376N154

Country: United Kingdom

Meeting Type: Annual

Ticker: PAG

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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted for the following contributory reasons: * PSP awards made to the Executive Directors in respect of FY2022 have been made at a materially enhanced level in recognition of additional regulatory requirements following the Company becoming a Level 2 bank in October 2021. Although the existing remuneration policy provides some flexibility to determine PSP awards levels that are no longer capable of attracting dividend equivalents, there is a lack of clarity in the annual report to explain how the FY2022 award levels have been determined. * Questions remain over whether the realised award value of the FY2019 PSP award, granted in July 2020, is reflective of executive performance and appropriately acknowledges windfall gains.</i>					
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Robert East as Director	Mgmt	For	For	For
6	Elect Tanvi Davda as Director	Mgmt	For	For	For
7	Re-elect Nigel Terrington as Director	Mgmt	For	For	For
8	Re-elect Richard Woodman as Director	Mgmt	For	For	For
9	Re-elect Peter Hill as Director	Mgmt	For	For	For
10	Re-elect Alison Morris as Director	Mgmt	For	For	For
11	Re-elect Barbara Ridpath as Director	Mgmt	For	For	For
12	Re-elect Hugo Tudor as Director	Mgmt	For	For	For
13	Re-elect Graeme Yorston 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	Approve Performance Share Plan	Mgmt	For	For	For
18	Approve Deferred Share Bonus Plan	Mgmt	For	For	For

Paragon Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Issue of Equity in Relation to Additional Tier 1 Securities	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
26	Approve Cancellation of the Capital Redemption Reserve	Mgmt	For	For	For

Aberforth Smaller Companies Trust PLC

Meeting Date: 03/02/2023

Record Date: 02/27/2023

Primary Security ID: G8198E107

Country: United Kingdom

Meeting Type: Annual

Ticker: ASL

Shares Voted: 303,276

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 and Special Dividend	Mgmt	For	For	For
5	Re-elect Richard Davidson as Director	Mgmt	For	For	For
6	Elect Jaz Bains as Director	Mgmt	For	For	For
7	Elect Patricia Dimond as Director	Mgmt	For	For	For
8	Re-elect Victoria Stewart as Director	Mgmt	For	For	For
9	Re-elect Martin Warner as as Director	Mgmt	For	For	For
10	Reappoint Johnston Carmichael LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Continuation of Company as Investment Trust	Mgmt	For	For	For

Aberforth Smaller Companies Trust PLC

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

Novozymes A/S

Meeting Date: 03/02/2023	Country: Denmark	Ticker: NYM.B
Record Date: 02/23/2023	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 6 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 1.6 Million for Chairman, DKK1.07 Million for Vice Chairman and DKK 535,000 for Other Directors; ApproveRemuneration for Committee Work	Mgmt	For	For	Do Not Vote
6	Reelect Cornelis de Jong (Chair) as Director	Mgmt	For	For	Do Not Vote
7	Reelect Kim Stratton (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 Morten Otto Alexander Sommer as 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
10b	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
10c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	Do Not Vote

Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10d	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	Do Not Vote
10e	Amend Remuneration Policy	Mgmt	For	For	Do Not Vote
10f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
11	Other Business	Mgmt			

Victorian Plumbing Group Plc

Meeting Date: 03/02/2023Country: United KingdomTicker: VIC

Record Date: 02/28/2023Meeting Type: Annual

Primary Security ID: G9345Z100

Shares Voted: 2,386,040

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
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Approve Special Dividend	Mgmt	For	For	For
6	Re-elect Philip Bowcock as Director	Mgmt	For	Abstain	Abstain
Voting Policy Rationale: Item 6 An ABSTENTION on the re-election of Philip Bowcock is warranted because: * A potential independence issue has been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 7 to 10 A vote FOR the re-election/election of Mark Radcliffe, Paul Meehan, Damian Sanders, and Dianne Walker is warranted because no significant concerns have been identified.					
7	Re-elect Mark Radcliffe as Director	Mgmt	For	For	For
8	Re-elect Paul Meehan as Director	Mgmt	For	For	For
9	Re-elect Damian Sanders as Director	Mgmt	For	For	For
10	Elect Dianne Walker 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

Victorian Plumbing Group Plc

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

Novartis AG

Meeting Date: 03/07/2023Country: SwitzerlandTicker: NOVN

Record Date:Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 152,766

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 3.20 per Share	Mgmt	For	For	For
4	Approve CHF 63.1 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	Amend Articles Re: Electronic Participation; Virtual-Only Shareholder Meetings	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
6.3	Amend Articles of Association	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For	For
7.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 90 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report	Mgmt	For	For	For
8.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
8.9	Reelect Simon Moroney as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
8.11	Reelect Charles Sawyers as Director	Mgmt	For	For	For
8.12	Reelect William Winters as Director	Mgmt	For	For	For
8.13	Elect John Young as Director	Mgmt	For	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

*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.*

Meeting Date: 03/07/2023Country: DenmarkTicker: ORSTED

Record Date: 02/28/2023Meeting Type: Annual

Primary Security ID: K7653Q105

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 13.5 Per Share	Mgmt	For	For	Do Not Vote
6.1	Fix Number of Directors at Eight	Mgmt	For	For	Do Not Vote
6.2	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	For	Do Not Vote
6.3	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For	Do Not Vote

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4a	Reelect Jorgen Kildah as Director	Mgmt	For	For	Do Not Vote
6.4b	Reelect Peter Korsholm as Director	Mgmt	For	For	Do Not Vote
6.4c	Reelect Dieter Wimmer as Director	Mgmt	For	For	Do Not Vote
6.4d	Reelect Julia King as Director	Mgmt	For	For	Do Not Vote
6.4e	Elect Annica Bresky as New Director	Mgmt	For	For	Do Not Vote
6.4f	Elect Andrew Brown as New Director	Mgmt	For	For	Do Not Vote
7	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
8	Ratify PricewaterhouseCoopers as Auditor	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			

Toll Brothers, Inc.

Meeting Date: 03/07/2023Country: USATicker: TOL

Record Date: 01/12/2023Meeting Type: Annual

Primary Security ID: 889478103

Shares Voted: 118,332

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

Toll Brothers, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

QUALCOMM Incorporated

Meeting Date: 03/08/2023	Country: USA	Ticker: QCOM
Record Date: 01/09/2023	Meeting Type: Annual	
Primary Security ID: 747525103		

Shares Voted: 169,400

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	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Applied Materials, Inc.

Meeting Date: 03/09/2023	Country: USA	Ticker: AMAT
Record Date: 01/11/2023	Meeting Type: Annual	
Primary Security ID: 038222105		

Applied Materials, Inc.

Shares Voted: 101,143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG 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 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.					
6	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

Apple Inc.

Meeting Date: 03/10/2023Country: USATicker: AAPL

Record Date: 01/09/2023Meeting Type: Annual

Primary Security ID: 037833100

Shares Voted: 1,045,232

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Report on Operations in Communist China	SH	Against	Against	Against
7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	SH	Against	Against	Against
8	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 compare and measure the progress of the company's diversity and inclusion initiatives.					
9	Amend Proxy Access Right	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.					

GN Store Nord A/S

Meeting Date: 03/15/2023Country: DenmarkTicker: GN

Record Date: 03/08/2023Meeting Type: Annual

Primary Security ID: K4001S214

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 Discharge of Management and Board	Mgmt	For	For	Do Not Vote
4	Approve Allocation of Income and Omission of Dividend	Mgmt	For	For	Do Not Vote
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Do Not Vote
6	Approve Remuneration of Directors in the Amount of DKK 915,000 for Chairman, DKK 610,000 for Vice Chairman, and DKK 305,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	Do Not Vote

GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Reelect Jukka Pekka Pertola as Director	Mgmt	For	For	Do Not Vote
7.2	Reelect Helene Barnekow as Director	Mgmt	For	For	Do Not Vote
7.3	Reelect Montserrat Maresch Pascual as Director	Mgmt	For	For	Do Not Vote
7.4	Reelect Ronica Wang as Director	Mgmt	For	For	Do Not Vote
7.5	Reelect Anette Weber as Director	Mgmt	For	For	Do Not Vote
7.6	Elect Klaus Hulse as Director	Mgmt	For	For	Do Not Vote
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
9.a	Approve Creation of DKK 2 Billion Pool of Capital with Preemptive Rights	Mgmt	For	For	Do Not Vote
9.b	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote
9.c	Amend Articles Re: Equity-Related	Mgmt	For	For	Do Not Vote
9.d	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
9.e	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	Do Not Vote
10	Other Proposals from Shareholders (None Submitted)	Mgmt			
11	Other Business (Non-Voting)	Mgmt			

Safestore Holdings Plc

Meeting Date: 03/15/2023	Country: United Kingdom	Ticker: SAFE
Record Date: 03/13/2023	Meeting Type: Annual	
Primary Security ID: G77733106		

Shares Voted: 356,503

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 Jane Bentall as Director	Mgmt	For	For	For

Safestore Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect David Hearn as Director	Mgmt	For	For	For
8	Re-elect Frederic Vecchioli as Director	Mgmt	For	For	For
9	Re-elect Andy Jones as Director	Mgmt	For	For	For
10	Re-elect Gert van de Weerdhof as Director	Mgmt	For	For	For
11	Re-elect Ian Krieger as Director	Mgmt	For	For	For
12	Re-elect Laure Duhot as Director	Mgmt	For	For	For
13	Re-elect Delphine Mousseau 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
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

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/16/2023	Country: Spain	Ticker: BBVA
Record Date: 03/12/2023	Meeting Type: Annual	
Primary Security ID: E11805103		

Shares Voted: 538,654

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
2.1	Reelect Raul Catarino Galamba de Oliveira as Director	Mgmt	For	For	For
2.2	Reelect Lourdes Maiz Carro as Director	Mgmt	For	For	For
2.3	Reelect Ana Leonor Revenga Shanklin as Director	Mgmt	For	For	For
2.4	Reelect Carlos Vicente Salazar Lomelin as Director	Mgmt	For	For	For
2.5	Elect Sonia Lilia Dula as Director	Mgmt	For	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
7	Advisory Vote on Remuneration Report	Mgmt	For	For	For

DSV A/S

Meeting Date: 03/16/2023

Record Date: 03/09/2023

Primary Security ID: K31864117

Country: Denmark

Meeting Type: Annual

Ticker: DSV

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 6.50 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	Abstain	Do Not Vote
6.2	Reelect Jorgen Moller as Director	Mgmt	For	Abstain	Do Not Vote
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For	Do Not Vote
6.4	Reelect Beat Walti as Director	Mgmt	For	For	Do Not Vote
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For	Do Not Vote
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For	Do Not Vote
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	For	Do Not Vote
6.8	Elect Helle Ostergaard Kristiansen as Director	Mgmt	For	For	Do Not Vote
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	Do Not Vote
8	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
9	Other Business	Mgmt			

Svenska Handelsbanken AB

Meeting Date: 03/22/2023

Record Date: 03/14/2023

Primary Security ID: W9112U104

Country: Sweden

Meeting Type: Annual

Ticker: SHB.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	Designate Inspector(s) 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	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9	Approve Allocation of Income and Dividends of SEK 5.50 Per Share; Special Dividend of SEK 2.50	Mgmt	For	For	Do Not Vote
10	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
11	Approve Discharge of Board and President	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
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	Approve Remuneration of Directors in the Amount of SEK 3.75 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 765,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
18.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	Against	Do Not Vote
18.2	Reelect Helene Barnekow as Director	Mgmt	For	For	Do Not Vote

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Akerstromas Director	Mgmt	For	For	Do Not Vote
19	Reelect Par Boman as Board Chairman	Mgmt	For	Against	Do Not Vote
20.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
20.2	Ratify Deloitte as Auditors	Mgmt	For	Against	Do Not Vote
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	Do Not Vote
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt	None	Against	Do Not Vote
	Amend Bank's Mainframe Computers Software	SH			
23	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt	None	Against	Do Not Vote
	Approve Formation of Integration Institute	SH			
24	Close Meeting	Mgmt			

ABB Ltd.

Meeting Date: 03/23/2023	Country: Switzerland	Ticker: ABBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0010V101		

Shares Voted: 148,553

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the formal discharge of the board of directors and senior management is warranted because: * On Dec. 2, 2022, ABB was charged for an unprecedented third time for violations of the Foreign Corrupt Practices Act (FCPA), and ordered to pay \$460 million total to US authorities to settle criminal and civil charges. The SEC found that, from 2015 through 2017, ABB executives in Switzerland and South Africa colluded with a high-ranking South African government official to funnel bribes in return for a \$160 million contract to provide cabling and installation work in South Africa. * While ABB may be applauded for self-reporting and bringing the bribery and corruption to light, concerns are raised with respect to the fact that a culture existed within this company which led to not just the most recent bribery case, but represents the third such case in the last 20 years – making ABB the first company worldwide to be charged under the FCPA for a third time – to the detriment of the company and its shareholders. While no specific member of the company's board or senior management 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 and financial damage. * Due to the symbolic nature of the discharge vote in Switzerland and the historical nature of the bribery case, and because the discharge resolution is currently bundled, which does not allow shareholders to target individuals of both bodies who may have been accountable for failures of due diligence from 2015 until 2017, a vote AGAINST is warranted.</i></p>					
4	Approve Allocation of Income and Dividends of CHF 0.84 per Share	Mgmt	For	For	For
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
5.2	Amend Articles Re: Restriction on Registration	Mgmt	For	For	For
5.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 259.3 Million and the Lower Limit of CHF 212.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million	Mgmt	For	For	For
8.1	Reelect Gunnar Brock as Director	Mgmt	For	For	For
8.2	Reelect David Constable as Director	Mgmt	For	For	For
8.3	Reelect Frederico Curado as Director	Mgmt	For	For	For
8.4	Reelect Lars Foerberg as Director	Mgmt	For	For	For
8.5	Elect Denise Johnson as Director	Mgmt	For	For	For
8.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
8.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
8.8	Reelect David Meline as Director	Mgmt	For	For	For
8.9	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
8.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
9.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
10	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
11	Ratify KPMG AG as Auditors	Mgmt	For	For	For
12	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.					

Crest Nicholson Holdings Plc

Meeting Date: 03/23/2023Country: United KingdomTicker: CRST

Record Date: 03/21/2023Meeting Type: Annual

Primary Security ID: G25425102

Shares Voted: 534,800

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	Re-elect Iain Ferguson as Director	Mgmt	For	For	For
4	Re-elect Peter Truscott as Director	Mgmt	For	For	For
5	Re-elect Duncan Cooper as Director	Mgmt	For	For	For
6	Re-elect David Arnold as Director	Mgmt	For	For	For
7	Re-elect Lucinda Bell as Director	Mgmt	For	For	For
8	Re-elect Louise Hardy as Director	Mgmt	For	For	For
9	Re-elect Octavia Morley as Director	Mgmt	For	For	For
10	Reappoint PricewaterhouseCoopers 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 Remuneration Policy	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

Crest Nicholson Holdings 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
19	Approve Long-Term Incentive Plan	Mgmt	For	For	For
20	Approve Savings-Related Share Option Scheme	Mgmt	For	For	For

Givaudan SA

Meeting Date: 03/23/2023

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary Security ID: H3238Q102

Shares Voted: 92					
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 67 per Share	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1	Amend Articles Re: Annulment of the Conversion of Shares Clause	Mgmt	For	For	For
5.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For
5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5.4	Approve Creation of Capital Band within the Upper Limit of CHF 101.6 Million and the Lower Limit of CHF 92.3 Million with or without Exclusion of Preemptive Rights and Amend Conditional Capital Authorization	Mgmt	For	For	For
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For	For	For

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	For	For
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Board elections (Items 6.1.1-6.2) Votes FOR: Calvin Grieder, Victor (Viktor) Balli, Ingrid Deltenre, Olivier Filliol, Sophie Gasperment, and Roberto Guidetti are warranted. A vote AGAINST Tom Knutzen is warranted because he holds an excessive number of mandates at listed companies. Shareholders may wish to note that the level of gender diversity will fall below 30 percent following these elections. However, the company has met this threshold across the past three years and has confirmed its intention to meet it as of the next general meeting. Compensation committee elections (Items 6.3.1-6.3.3) Votes FOR the proposed nominees are warranted.</i>					
6.2	Elect Roberto Guidetti as Director	Mgmt	For	For	For
6.3.1	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	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>					

Nordea Bank Abp

Meeting Date: 03/23/2023Country: FinlandTicker: NDA.SE

Record Date: 03/13/2023Meeting Type: Annual

Primary Security ID: X5S8VL105

Shares Voted: 300,173

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	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 352,000 for Chairman, EUR 165,500 for Vice Chairman, and EUR 105,500 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.a	Reelect Stephen Hester as Director (Chair)	Mgmt	For	For	For
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
13.c	Reelect John Maltby as Director	Mgmt	For	For	For
13.d	Reelect Lene Skole as Director	Mgmt	For	For	For
13.e	Reelect Birger Steen as Director	Mgmt	For	For	For
13.f	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
13.g	Reelect Arja Talma as Director	Mgmt	For	For	For
13.h	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
13.i	Elect Risto Murto as Director	Mgmt	For	For	For
13.j	Elect Per Stromberg as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Amend Articles Re: General Meeting Participation; General Meeting	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the proposed article amendments is warranted because the new articles provide the possibility for virtual-only shareholder meetings. 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.					
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

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 03/23/2023

Record Date: 03/16/2023

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			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income and Dividends of DKK 8.15 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 in the Aggregate Amount of DKK 20.2 Million	Mgmt	For	For	Do Not Vote
5.2	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	Do Not Vote
6.1	Reelect Helge Lund as Board Chairman	Mgmt	For	For	Do Not Vote
6.2	Reelect Henrik Poulsen as Vice Chairman	Mgmt	For	For	Do Not Vote
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	Do Not Vote
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	Do Not Vote
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	Do Not Vote
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For	Do Not Vote
6.3e	Reelect Christina Law as Director	Mgmt	For	For	Do Not Vote

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	Do Not Vote
7	Ratify Deloitte as Auditor	Mgmt	For	For	Do Not Vote
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	Do Not Vote
8.2	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
8.3	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Mgmt	For	For	Do Not Vote
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
8.4	Product Pricing Proposal	SH	Against	Against	Do Not Vote
9	Other Business	Mgmt			

Starbucks Corporation

Meeting Date: 03/23/2023	Country: USA	Ticker: SBUX
Record Date: 01/13/2023	Meeting Type: Annual	
Primary Security ID: 855244109		

Shares Voted: 100,592

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 Beth Ford	Mgmt	For	For	For
1d	Elect Director Mellody Hobson	Mgmt	For	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1f	Elect Director Satya Nadella	Mgmt	For	For	For
1g	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1h	Elect Director Howard Schultz	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Plant-Based Milk Pricing	SH	Against	Against	Against

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Adopt Policy on Succession Planning	SH	Against	Against	Against
7	Report on Operations in Communist China	SH	Against	Against	Against
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. A third-party assessment would help shareholders better evaluate various allegations related to freedom of association and collective bargaining and the company's management of any associated risks.					
9	Establish Committee on Corporate Sustainability	SH	Against	Against	Against

SGS SA

Meeting Date: 03/28/2023

Country: Switzerland

Ticker: SGSN

Record Date:

Meeting Type: Annual

Primary Security ID: H63838116

Shares Voted: 338

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 Phyllis Cheung 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 Jens Riedel as Director	Mgmt	For	For	For
4.2	Reelect Calvin Grieder as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint 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 Notaires a Carouge 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 4.4 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
6.1	Approve 1:25 Stock Split	Mgmt	For	For	For
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because: * The issuance request, when combined with the existing conditional capital, would allow for a capital increase without preemptive rights for up to 21.4 percent of the issued share capital.</i>					
6.3	Amend Corporate Purpose	Mgmt	For	For	For
6.4	Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings	Mgmt	For	For	For
6.5	Amend Articles Re: Threshold for Convening Extraordinary General Meeting and Submitting Items to the Agenda	Mgmt	For	For	For
6.6	Amend Articles Re: Rules on Remuneration	Mgmt	For	For	For
7	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>					

Meeting Date: 03/28/2023

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 9,138

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 Allocation of Income and Dividends of CHF 3.20 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 Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	For	For
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.6	Reelect Monika Ribar as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 4.1.1-4.2) A vote AGAINST Monika Ribar is warranted because she is non-independent and serves as chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 4.3.1-4.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i></p>					
4.1.7	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.8	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.2	Reelect Paul Haelg as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.5	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 21.5 Million	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Amend Articles of Association	Mgmt	For	For	For
7.2	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
7.3	Amend Articles Re: Share Register	Mgmt	For	For	For
7.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
7.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For	For
7.6	Amend Articles Re: External Mandates for Members of the Board of Directors	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.*

Meeting Date: 03/29/2023

Country: Sweden

Ticker: ESSITY.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: W3R06F100

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	Designate Inspector(s) of Minutes of Meeting	Mgmt			
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 7.25 Per Share	Mgmt	For	For	Do Not Vote
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 Annemarie Gardshol	Mgmt	For	For	Do Not Vote
7.c4	Approve Discharge of Bjorn Gulden	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 (9) 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 2.62 Million for Chairman and SEK 875,000 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
11.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	Do Not Vote
11.h	Elect Maria Carell as Director	Mgmt	For	For	Do Not Vote
11.i	Elect Jan Gurander as Director	Mgmt	For	For	Do Not Vote
12	Reelect Par Boman as Board Chair	Mgmt	For	Against	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Ratify Ernst & Young as Auditor	Mgmt	For	For	Do Not Vote
14	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
15	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For	Do Not Vote
16.a	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/29/2023

Record Date: 03/21/2023

Primary Security ID: W26049119

Country: Sweden

Meeting Type: Annual

Ticker: ERIC.B

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	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
8.2	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
8.3.a	Approve Discharge of Board Chairman Ronnie Leten	Mgmt	For	Against	Do Not Vote
8.3.b	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	Against	Do Not Vote
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	Against	Do Not Vote
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaa	Mgmt	For	Against	Do Not Vote
8.3.e	Approve Discharge of Board Member Jan Carlson	Mgmt	For	Against	Do Not Vote

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3.f	Approve Discharge of Board Member Nora Denzel	Mgmt	For	Against	Do Not Vote
8.3.g	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For	Do Not Vote
8.3.h	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	Against	Do Not Vote
8.3.i	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	Against	Do Not Vote
8.3.j	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	Against	Do Not Vote
8.3.k	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	Against	Do Not Vote
8.3.l	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	Against	Do Not Vote
8.3.m	Approve Discharge of Employee Representative Anders Ripa	Mgmt	For	Against	Do Not Vote
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	Against	Do Not Vote
8.3.o	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Mgmt	For	Against	Do Not Vote
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	Against	Do Not Vote
8.3.q	Approve Discharge of Deputy Employee Representative Annika Salomonsson	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 2.70 Per Share	Mgmt	For	For	Do Not Vote
9	Determine Number Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	Do Not Vote
10	Approve Remuneration of Directors SEK 4.5 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 Baksas as Director	Mgmt	For	For	Do Not Vote
11.2	Reelect Jan Carlson as Director	Mgmt	For	For	Do Not Vote
11.3	Reelect Carolina Dybeck Happe as Director	Mgmt	For	For	Do Not Vote
11.4	Reelect Borje Ekholm as Director	Mgmt	For	For	Do Not Vote
11.5	Reelect Eric A. Elzvik as Director	Mgmt	For	For	Do Not Vote
11.6	Reelect Kristin S. Rinne as Director	Mgmt	For	For	Do Not Vote
11.7	Reelect Helena Stjernholm as Director	Mgmt	For	For	Do Not Vote

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.8	Relect Jacob Wallenberg as Director	Mgmt	For	For	Do Not Vote
11.9	Elect Jonas Synnergren as New Director	Mgmt	For	For	Do Not Vote
11.10	Elect Christy Wyatt as New Director	Mgmt	For	For	Do Not Vote
12	Elect Jan Carlson as Board Chairman	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 I 2023 (LTV I 2023)	Mgmt	For	For	Do Not Vote
16.2	Approve Equity Plan Financing LTV I 2023	Mgmt	For	For	Do Not Vote
16.3	Approve Alternative Equity Plan Financing of LTV I 2023, if Item 16.2 is Not Approved	Mgmt	For	Against	Do Not Vote
17.1	Approve Long-Term Variable Compensation Program II 2023 (LTV II 2023)	Mgmt	For	For	Do Not Vote
17.2	Approve Equity Plan Financing of LTV II 2023	Mgmt	For	For	Do Not Vote
17.3	Approve Alternative Equity Plan Financing of LTV II 2023, if Item 17.2 is Not Approved	Mgmt	For	Against	Do Not Vote
18	Approve Equity Plan Financing of LTV 2022	Mgmt	For	For	Do Not Vote
19	Approve Equity Plan Financing of LTV 2021	Mgmt	For	For	Do Not Vote
20.1	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For	Do Not Vote
20.2	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For	Do Not Vote
21	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
22	Close Meeting	Mgmt			

Banco Santander SA

Meeting Date: 03/30/2023	Country: Spain	Ticker: SAN
Record Date: 03/24/2023	Meeting Type: Annual	
Primary Security ID: E19790109		

Shares Voted: 1,370,309

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	Ratify Appointment of and Elect Hector Blas Grisi Checa as Director	Mgmt	For	For	For
3.C	Ratify Appointment of and Elect Glenn Hogan Hutchins as Director	Mgmt	For	For	For
3.D	Reelect Pamela Ann Walkden as Director	Mgmt	For	For	For
3.E	Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
3.F	Reelect Sol Daurella Comadran as Director	Mgmt	For	For	For
3.G	Reelect Gina Lorenza Diez Barroso Azcarraga as Director	Mgmt	For	For	For
3.H	Reelect Homaira Akbari as Director	Mgmt	For	For	For
4	Ratify Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5.A	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.C	Authorize Share Repurchase Program	Mgmt	For	For	For
5.D	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 10 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
6.A	Approve Remuneration Policy	Mgmt	For	For	For
6.B	Approve Remuneration of Directors	Mgmt	For	For	For
6.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For
6.E	Approve Buy-out Policy	Mgmt	For	For	For
6.F	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Melrose Industries Plc

Meeting Date: 03/30/2023

Country: United Kingdom

Ticker: MRO

Record Date: 03/28/2023

Meeting Type: Special

Primary Security ID: G5973J202

Shares Voted: 7,797,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of Dowlais Group plc from Melrose Industries plc	Mgmt	For	For	For

Novozymes A/S

Meeting Date: 03/30/2023

Country: Denmark

Ticker: NZYM.B

Record Date: 03/23/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: K7317J133

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement with Chr. Hansen Holding A/S	Mgmt	For	For	Do Not Vote
2	Amend Articles Re: Number of Directors	Mgmt	For	For	Do Not Vote
3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	Do Not Vote
3.b	Amend Articles Re: Indemnification	Mgmt	For	For	Do Not Vote
3.c	Amend Remuneration Policy	Mgmt	For	For	Do Not Vote
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote

Telefonica SA

Meeting Date: 03/30/2023

Country: Spain

Ticker: TEF

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 879382109

Shares Voted: 850,456

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

Telefonica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For

UniCredit SpA

Meeting Date: 03/31/2023

Country: Italy

Ticker: UCG

Record Date: 03/22/2023

Meeting Type: Annual/Special

Primary Security ID: T9T23L642

Shares Voted: 186,654					
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	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: This item warrants a vote AGAINST because the 30-percent fixed pay raise in favor of the CEO and the newly introduced discount on the conversion price of equity awards could lead to an excessive increase in the CEO total pay.					
6	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
7	Approve 2023 Group Incentive System	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * The company is introducing a discount adjustment mechanism on the share conversion price to account for dividends to be paid until instruments delivery. This mechanism could significantly increase the number of shares granted to the CEO and the final award. * The plan includes a compensatory mechanism according to which the over-achievement of one or more goals can offset the potential underperformance of other objectives. * The long-term objectives attached to the plan may prove undemanding with a significant qualitative component left to board discretion.					
8	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For	For
9	Approve Decrease in Size of Board from 13 to 12	Mgmt	For	For	For

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service the 2017-2019 LTI Plan and Amend Capital Increases	Mgmt	For	For	For
	Authorizations to Service the 2018 to 2021 Group Incentive Systems				
2	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	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

Broadcom Inc.

Meeting Date: 04/03/2023	Country: USA	Ticker: AVGO
Record Date: 02/06/2023	Meeting Type: Annual	
Primary Security ID: 11135F101		

Shares Voted: 20,872

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
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 Samuelli	Mgmt	For	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
1i	Elect Director Harry L. You	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Voting Policy Rationale: Based on an 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 three-year average burn rate is excessive; * The plan permits liberal recycling of shares; and * The plan allows broad discretion to accelerate vesting.

Broadcom Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the proposal is warranted. While positive features are noted, including an annual incentive plan with clearly disclosed financial goals and entirely performance-based equity, certain negative factors raised significant concern. The annual bonus has the potential for a significant amount of committee discretion, and in FY22 the CEO's individual performance modifier increased the payout from 150 percent of target to 225 percent. In addition, the annual performance equity award targets merely median performance and the board also provided the CEO with an additional special award in FY22. Though smaller in value than the annual award, the performance period was just one year and specific goals were not disclosed. Investors may also note the CEO received another sizable special equity grant after the end of the fiscal year.					
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

The Walt Disney Company

Meeting Date: 04/03/2023Country: USATicker: DIS

Record Date: 02/08/2023Meeting Type: Annual

Primary Security ID: 254687106

Shares Voted: 226,261					
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 Safra A. Catz	Mgmt	For	For	For
1c	Elect Director Amy L. Chang	Mgmt	For	For	For
1d	Elect Director Francis A. deSouza	Mgmt	For	For	For
1e	Elect Director Carolyn N. Everson	Mgmt	For	For	For
1f	Elect Director Michael B.G. Froman	Mgmt	For	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Report on Charitable Contributions	SH	Against	Against	Against

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Political Expenditures	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.					

Nokia Oyj

Meeting Date: 04/04/2023	Country: Finland	Ticker: NOKIA
Record Date: 03/23/2023	Meeting Type: Annual	
Primary Security ID: X61873133		

Shares Voted: 747,066

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 0.12 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 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 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
13.1	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For	For
13.2	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For	For
13.3	Reelect Lisa Hook as Director	Mgmt	For	For	For
13.4	Reelect Jeanette Horan as Director	Mgmt	For	For	For
13.5	Reelect Thomas Saueressig as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.6	Reelect Soren Skou (Vice Chair) as Director	Mgmt	For	For	For
13.7	Reelect Carla Smits-Nusteling as Director	Mgmt	For	For	For
13.8	Reelect Kai Oistamo as Director	Mgmt	For	For	For
13.9	Elect Timo Ahopelto as Director	Mgmt	For	For	For
13.10	Elect Elizabeth Crain as Director	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			

Skandinaviska Enskilda Banken AB

Meeting Date: 04/04/2023Country: SwedenTicker: SEB.A

Record Date: 03/27/2023Meeting Type: Annual

Primary Security ID: W25381141

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
5.1	Designate Ossian Ekdahl as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
5.2	Designate Carina Sverin 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 6.75 Per Share	Mgmt	For	For	Do Not Vote
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For	Do Not Vote

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	Do Not Vote
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	Do Not Vote
11.4	Approve Discharge of John Flint	Mgmt	For	For	Do Not Vote
11.5	Approve Discharge of Winnie Fok	Mgmt	For	For	Do Not Vote
11.6	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	Do Not Vote
11.7	Approve Discharge of Annika Dahlberg	Mgmt	For	For	Do Not Vote
11.8	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	Do Not Vote
11.9	Approve Discharge of Sven Nyman	Mgmt	For	For	Do Not Vote
11.10	Approve Discharge of Magnus Olsson	Mgmt	For	For	Do Not Vote
11.11	Approve Discharge of Marika Ottander	Mgmt	For	For	Do Not Vote
11.12	Approve Discharge of Lars Ottersgard	Mgmt	For	For	Do Not Vote
11.13	Approve Discharge of Jesper Ovesen	Mgmt	For	For	Do Not Vote
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For	Do Not Vote
11.15	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	Do Not Vote
11.16	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	Do Not Vote
11.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	Do Not Vote
12.1	Determine Number of Members (11) 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 3.6 Million for Chairman, SEK 1.1 Million for Vice Chairman, and SEK 880,000 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 Jacob Aarup Andersen as Director	Mgmt	For	For	Do Not Vote
14.a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against	Do Not Vote
14.a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	Do Not Vote

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.a4	Reelect John Flint as Director	Mgmt	For	For	Do Not Vote
14.a5	Reelect Winnie Fok as Director	Mgmt	For	For	Do Not Vote
14.a6	Reelect Sven Nyman as Director	Mgmt	For	For	Do Not Vote
14.a7	Reelect Lars Ottersgard as Director	Mgmt	For	For	Do Not Vote
14.a8	Reelect Helena Saxon as Director	Mgmt	For	Against	Do Not Vote
14.a9	Reelect Johan Torgeby as Director	Mgmt	For	For	Do Not Vote
14.10	Elect Marcus Wallenberg as Director	Mgmt	For	Against	Do Not Vote
14.11	Elect Svein Tore Holsether as 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 2023 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	Do Not Vote
17.b	Approve SEB Share Deferral Program 2023 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	Do Not Vote
17.c	Approve SEB Restricted Share Program 2023 for Some Employees in Certain Business Units	Mgmt	For	For	Do Not Vote
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 2023 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.a	Approve SEK 390 Million Reduction in Share Capital via Reduction of Par Value for Transfer to Unrestricted Equity	Mgmt	For	For	Do Not Vote
20.b	Approve Capitalization of Reserves of SEK 390 Million for a Bonus Issue	Mgmt	For	For	Do Not Vote
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	Do Not Vote

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt	None	Against	Do Not Vote
	Change Bank Software	SH			
23	Shareholder Proposals Submitted by Johan Appelberg	Mgmt	None	Against	Do Not Vote
	Simplified Renewal for BankID	SH			
24	Shareholder Proposals Submitted by s Greenpeace Nordic and the Swedish Society for Nature Conservation	Mgmt	None	Against	Do Not Vote
	Stop Financing Fossil Companies that Expand Extraction and Lack Robust Fossil Phase-Out Plans in Line with 1.5 Degrees	SH			
25	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt	None	Against	Do Not Vote
	Conduct Study on Compliance with the Rule of Law for Bank Customers	SH			
26	Establish Swedish/Danish Chamber of Commerce	SH	None	Against	Do Not Vote
27	Close Meeting	Mgmt			

Volvo AB

Meeting Date: 04/04/2023

Record Date: 03/27/2023

Primary Security ID: 928856301

Country: Sweden

Meeting Type: Annual

Ticker: VOLV.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	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 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Allocation of Income and Dividends of SEK 7.00 Per Share and an Extra Dividend of SEK 7.00 Per Share	Mgmt	For	For	Do Not Vote
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	Do Not Vote
11.2	Approve Discharge of Jan Carlson	Mgmt	For	For	Do Not Vote
11.3	Approve Discharge of Eckhard Cordes	Mgmt	For	For	Do Not Vote
11.4	Approve Discharge of Eric Elzvik	Mgmt	For	For	Do Not Vote
11.5	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	Do Not Vote
11.6	Approve Discharge of Kurt Jofs	Mgmt	For	For	Do Not Vote
11.7	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	Do Not Vote
11.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	Do Not Vote
11.9	Approve Discharge of Martina Merz	Mgmt	For	For	Do Not Vote
11.10	Approve Discharge of Hanne de Mora	Mgmt	For	For	Do Not Vote
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	Do Not Vote
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	Do Not Vote
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	Do Not Vote
11.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For	Do Not Vote
11.15	Approve Discharge of Mikael Sallstrom (Employee Representative)	Mgmt	For	For	Do Not Vote
11.16	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote
11.17	Approve Discharge of Mari Larsson (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote
11.18	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	Do Not Vote
12.1	Determine Number of Members (11) of Board	Mgmt	For	For	Do Not Vote
12.2	Determine Number Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
13	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chairman and SEK 1.18 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.2	Elect Bo Annvik as New Director	Mgmt	For	For	Do Not Vote
14.3	Reelect Jan Carlson as Director	Mgmt	For	For	Do Not Vote
14.4	Reelect Eric Elzvik as Director	Mgmt	For	For	Do Not Vote
14.5	Reelect Martha Finn Brooks as Director	Mgmt	For	For	Do Not Vote
14.6	Reelect Kurt Jofs as Director	Mgmt	For	For	Do Not Vote
14.7	Reelect Martin Lundstedt as Director	Mgmt	For	For	Do Not Vote
14.8	Reelect Kathryn V. Marinello as Director	Mgmt	For	For	Do Not Vote
14.9	Reelect Martina Merz as Director	Mgmt	For	For	Do Not Vote
14.10	Reelect Helena Stjernholm as Director	Mgmt	For	For	Do Not Vote
14.11	Reelect Carl-Henric Svanberg as Director	Mgmt	For	For	Do Not Vote
15	Reelect Carl-Henric Svanberg as Board Chair	Mgmt	For	For	Do Not Vote
16	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
17	Ratify Deloitte AB as Auditors	Mgmt	For	For	Do Not Vote
18.1	Elect Par Boman to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote
18.3	Elect Magnus Billing to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote
18.4	Elect Anders Algotsson to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote
18.5	Elect Chairman of the Board to Serve on Nomination Committee	Mgmt	For	For	Do Not Vote
19	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
20.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
20.2	Approve Long-Term Performance Based Incentive Program	Mgmt	For	For	Do Not Vote

Deutsche Telekom AG

Shares Voted: 286,258

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Harald Krueger to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Reinhard Ploss to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Margret Suckale to the Supervisory Board	Mgmt	For	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For

Royal Bank of Canada

Meeting Date: 04/05/2023Country: CanadaTicker: RY

Record Date: 02/07/2023Meeting Type: Annual/Special

Primary Security ID: 780087102

Shares Voted: 59,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	For	For	For
1.2	Elect Director Andrew A. Chisholm	Mgmt	For	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For	For
1.4	Elect Director Toos N. Daruvala	Mgmt	For	For	For
1.5	Elect Director Cynthia Devine	Mgmt	For	For	For
1.6	Elect Director Roberta L. Jamieson	Mgmt	For	For	For
1.7	Elect Director David McKay	Mgmt	For	For	For
1.8	Elect Director Maryann Turcke	Mgmt	For	For	For
1.9	Elect Director Thierry Vandal	Mgmt	For	For	For

Royal Bank of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Bridget A. van Kralingen	Mgmt	For	For	For
1.11	Elect Director Frank Vettese	Mgmt	For	For	For
1.12	Elect Director Jeffery Yabuki	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Amend Stock Option Plan	Mgmt	For	For	For
5	Increase Maximum Aggregate Consideration Limit of First Preferred Shares	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
A	SP 1: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	SH	Against	Against	Against
B	SP 2: Revise the Bank's Human Rights Position Statement	SH	Against	Against	Against
C	SP 3: Publish a Third-Party Racial Equity Audit	SH	Against	Against	Against
D	SP 4: Report on 2030 Absolute Greenhouse Gas Reduction Goals	SH	Against	Against	Against
E	SP 5: Adopt a Policy for a Time-Bound Phaseout of the Bank's Lending and Underwriting for Projects and Companies Engaging in Fossil Fuel Exploration	SH	Against	Against	Against
F	SP 6: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Against	Against
G	SP 7: Advisory Vote on Environmental Policies	SH	Against	Against	Against
H	SP 8: Report on Loans Made by the Bank in Support of the Circular Economy	SH	Against	Against	Against

Schlumberger N.V.

Meeting Date: 04/05/2023

Record Date: 02/08/2023

Primary Security ID: 806857108

Country: Curacao

Meeting Type: Annual

Ticker: SLB

Shares Voted: 249,918

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For
1.2	Elect Director Patrick de La Chevardiére	Mgmt	For	For	For

Schlumberger N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

UBS Group AG

Meeting Date: 04/05/2023

Record Date:

Primary Security ID: H42097107

Country: Switzerland

Meeting Type: Annual

Ticker: UBSG

Shares Voted: 240,103

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 Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of USD 0.55 per Share	Mgmt	For	For	For
5.1	Amend Articles Re: General Meeting	Mgmt	For	For	For
5.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
5.3	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee; Editorial Changes	Mgmt	For	For	For
5.4	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Discharge of Board and Senior Management, excluding French Cross-Border Matter	Mgmt	For	For	For
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
7.2	Reelect Lukas Gaehwiler as Director	Mgmt	For	For	For
7.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
7.4	Reelect Claudia Boeckstiegel as Director	Mgmt	For	For	For
7.5	Reelect William Dudley as Director	Mgmt	For	For	For
7.6	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
7.7	Reelect Fred Hu as Director	Mgmt	For	For	For
7.8	Reelect Mark Hughes as Director	Mgmt	For	For	For
7.9	Reelect Nathalie Rachou as Director	Mgmt	For	For	For
7.10	Reelect Julie Richardson as Director	Mgmt	For	For	For
7.11	Reelect Dieter Wemmer as Director	Mgmt	For	For	For
7.12	Reelect Jeanette Wong as Director	Mgmt	For	For	For
8.1	Reappoint Julie Richardson as Chairperson 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 81.1 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 6.3 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
13.1	Approve CHF 25.9 Million Reduction in Share Capital via Reduction of Nominal Value and Allocation to Capital Contribution Reserves	Mgmt	For	For	For
13.2	Approve Conversion of Currency of the Share Capital from CHF to USD	Mgmt	For	For	For

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Transact Other Business (Voting)	Mgmt	None	Against	Against

Rio Tinto Plc

Meeting Date: 04/06/2023

Record Date: 04/04/2023

Primary Security ID: G75754104

Country: United Kingdom

Meeting Type: Annual

Ticker: RIO

Shares Voted: 2,032,608

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	Approve the Potential Termination of Benefits for Australian Law Purposes	Mgmt	For	For	For
5	Elect Kaisa Hietala as Director	Mgmt	For	For	For
6	Re-elect Dominic Barton as Director	Mgmt	For	For	For
7	Re-elect Megan Clark as Director	Mgmt	For	For	For
8	Re-elect Peter Cunningham as Director	Mgmt	For	For	For
9	Re-elect Simon Henry as Director	Mgmt	For	For	For
10	Re-elect Sam Laidlaw as Director	Mgmt	For	For	For
11	Re-elect Simon McKeon as Director	Mgmt	For	For	For
12	Re-elect Jennifer Nason as Director	Mgmt	For	For	For
13	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For
14	Re-elect Ngaire Woods as Director	Mgmt	For	For	For
15	Re-elect Ben Wyatt as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk 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
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

Zurich Insurance Group AG

Meeting Date: 04/06/2023Country: SwitzerlandTicker: ZURN

Record Date:Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 9,542

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 24.00 per Share	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 Chair	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
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 Peter Maurer as Director	Mgmt	For	For	For
4.1k	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1l	Reelect Barry Stowe 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 AG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 83 Million	Mgmt	For	For	For
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 18.9 Million and the Lower Limit of CHF 13.5 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.2	Amend Articles Re: Share Register	Mgmt	For	For	For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
6.4	Amend Articles of Association	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.*

Koninklijke Ahold Delhaize NV

Meeting Date: 04/12/2023Country: NetherlandsTicker: AD

Record Date: 03/15/2023Meeting Type: Annual

Primary Security ID: N0074E105

Shares Voted: 67,613

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	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 Peter Agnefjall to Supervisory Board	Mgmt	For	For	For
10	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For	For

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect Katie Doyle to Supervisory Board	Mgmt	For	For	For
12	Elect Julia Vander Ploeg to Supervisory Board	Mgmt	For	For	For
13	Reelect Frans Muller to Management Board	Mgmt	For	For	For
14	Elect JJ Fleeman to Management Board	Mgmt	For	For	For
15	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
17	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
18	Authorize Board to Acquire Common Shares	Mgmt	For	For	For
19	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Royal KPN NV

Meeting Date: 04/12/2023

Record Date: 03/15/2023

Primary Security ID: N4297B146

Country: Netherlands

Meeting Type: Annual

Ticker: KPN

Shares Voted: 355,638

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			

Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect Jolande Sap to Supervisory Board	Mgmt	For	For	For
12	Elect Ben Noteboom to Supervisory Board	Mgmt	For	For	For
13	Elect Frank Heemskerk to Supervisory Board	Mgmt	For	For	For
14	Elect Herman Dijkhuizen to Supervisory Board	Mgmt	For	For	For
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			

The Bank of New York Mellon Corporation

Meeting Date: 04/12/2023

Country: USA

Ticker: BK

Record Date: 02/16/2023

Meeting Type: Annual

Primary Security ID: 064058100

Shares Voted: 167,535

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 M. Amy Gilliland	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1e	Elect Director K. Guru Gowrappan	Mgmt	For	For	For
1f	Elect Director Ralph Izzo	Mgmt	For	For	For
1g	Elect Director Sandra E. "Sandie" O'Connor	Mgmt	For	For	For
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1i	Elect Director Frederick O. Terrell	Mgmt	For	For	For
1j	Elect Director Robin A. Vince	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

UPM-Kymmene Oyj

Meeting Date: 04/12/2023

Record Date: 03/29/2023

Primary Security ID: X9518S108

Country: Finland

Meeting Type: Annual

Ticker: UPM

Shares Voted: 52,835

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 1.50 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 218,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 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, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Eelect Pia Aaltonen-Forsell as New Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these proposals is warranted because candidate Henrik Ehmrooth is overboarded.					
14	Approve Remuneration of Auditors	Mgmt	For	For	For

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Ratify PricewaterhouseCoopers as Auditor for FY 2023	Mgmt	For	For	For
16	Ratify Ernst & Young Oy as Auditor for FY 2024	Mgmt	For	For	For
17	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the proposed article amendments is warranted because the new articles provide the possibility for virtual-only shareholder meetings. 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.					
20	Authorize Charitable Donations	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Vestas Wind Systems A/S

Meeting Date: 04/12/2023Country: DenmarkTicker: VWS

Record Date: 04/05/2023Meeting 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 Omission of Dividends	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 1.4 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 Bruce Grant as Director	Mgmt	For	For	Do Not Vote
6.c	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	Do Not Vote
6.d	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	Do Not Vote
6.e	Reelect Karl-Henrik Sundstrom 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.f	Reelect Kentaro Hosomi as Director	Mgmt	For	For	Do Not Vote
6.g	Reelect Lena Olving as Director	Mgmt	For	For	Do Not Vote
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	Do Not Vote
8.1	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			

Beiersdorf AG

Meeting Date: 04/13/2023

Country: Germany

Ticker: BEI

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: D08792109

Shares Voted: 14,408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * A EUR 1 million retention bonus was granted to one executive during the year under review and the company has failed to provide a compelling rationale. * Both committees of the supervisory board that work/advise on compensation are majority non-independent and have been so long-term.</i></p>					
7.1	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Dow Inc.

Meeting Date: 04/13/2023

Record Date: 02/15/2023

Primary Security ID: 260557103

Country: USA

Meeting Type: Annual

Ticker: DOW

Shares Voted: 147,605

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 E. 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
5	Commission Audited Report on Reduced Plastics Demand	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to manage a possible reduction in the demand for virgin plastics and the associated financial repercussions would allow shareholders to better assess the company's related risk management and strategic planning.

Stellantis NV

Meeting Date: 04/13/2023

Record Date: 03/16/2023

Primary Security ID: N82405106

Country: Netherlands

Meeting Type: Annual

Ticker: STLAM

Shares Voted: 59,850

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Approve Remuneration Report Excluding Pre-Merger Legacy Matters	Mgmt	For	For	For
2.d	Approve Remuneration Report on the Pre-Merger Legacy Matters	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted. Although the proposed payments are in line with the terms of the new agreement approved by both FCA NV and Groupe PSA shareholders, a concern is raised as the total payout is considered excessive and the accelerated vesting of LTI awards is not related to any performance assessment.					
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.f	Approve Dividends of EUR 1.34 Per Share	Mgmt	For	For	For
2g	Approve Discharge of Directors	Mgmt	For	For	For
3	Elect Benoit Ribadeau-Dumas as Non-Executive Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the election of Benoit Ribadeau-Dumas is warranted because the board composition is lagging behind expectations on minimum gender diversity on the board and has failed to provide a compelling justification for the nomination of a male nominee or other mitigating factors.					
4.a	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2023	Mgmt	For	For	For
4.b	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	Mgmt	For	For	For
5	Amend Remuneration Policy	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Common Shares	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Teleperformance SE

Meeting Date: 04/13/2023

Record Date: 04/11/2023

Primary Security ID: F9120F106

Country: France

Meeting Type: Annual/Special

Ticker: TEP

Shares Voted: 3,911

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

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 3.85 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 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	Reelect Christobel Selecky as Director	Mgmt	For	For	For
12	Reelect Angela Maria Sierra-Moreno as Director	Mgmt	For	For	For
13	Reelect Jean Guez as Director	Mgmt	For	For	For
14	Elect Varun Bery as Director	Mgmt	For	For	For
15	Elect Bhupender Singh as Director	Mgmt	For	For	For
16	Appoint PricewaterhouseCoopers Audit SAS as Auditor	Mgmt	For	For	For
17	Renew Appointment of Deloitte & Associes SA as Auditor	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
19	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

VINCI SA

Meeting Date: 04/13/2023

Record Date: 04/11/2023

Primary Security ID: F5879X108

Country: France

Meeting Type: Annual/Special

Ticker: DG

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 4 per Share	Mgmt	For	For	For
4	Reelect Caroline Gregoire Sainte Marie as Director	Mgmt	For	For	For
5	Elect Carlos Aguilar as Director	Mgmt	For	For	For
6	Elect Annette Messemer as Director	Mgmt	For	For	For
7	Elect Dominique Muller as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Elect Agnes Daney de Marcillac as Representative of Employee Shareholders to the Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 4) * Votes FOR the election of these independent nominees are warranted in the absence of specific concerns (Item 5 and 6) * Vote FOR the reelection of this nominee (employee shareholders director) MULLER is warranted as her reelection is both proposed by the most representative FCPE and supported by the Board (Item 7). * Votes AGAINST the election of these nominees (employee shareholders Director) Daney de Marcillac, and Kouwenhoven as only one candidate can be elected (Item 8 and 9).</i>					
9	Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 4) * Votes FOR the election of these independent nominees are warranted in the absence of specific concerns (Item 5 and 6) * Vote FOR the reelection of this nominee (employee shareholders director) MULLER is warranted as her reelection is both proposed by the most representative FCPE and supported by the Board (Item 7). * Votes AGAINST the election of these nominees (employee shareholders Director) Daney de Marcillac, and Kouwenhoven as only one candidate can be elected (Item 8 and 9).</i>					
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 Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 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 17-19	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 Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
24	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

CNH Industrial NV

Meeting Date: 04/14/2023

Record Date: 03/17/2023

Primary Security ID: N20944109

Country: Netherlands

Meeting Type: Annual

Ticker: CNHI

Shares Voted: 148,935

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
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 0.36 Per Share	Mgmt	For	For	For
2.d	Approve Discharge of Directors	Mgmt	For	For	For
3.a	Approve Remuneration Report	Mgmt	For	For	For

CNH Industrial NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.b	Approve Plan to Grant Rights to Subscribe for Common Shares to Executive Directors under Equity Incentive Plans	Mgmt	For	For	For
4.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR these candidates (Scott Wine, Howard Buffet, Karen Linehan, Vagn Soerensen, Alessandro Nasi, Elisabeth Bastoni, Richard Kramer and Asa Tamsons) 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.					
4.b	Reelect Scott W. Wine as Executive Director	Mgmt	For	For	For
4.c	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	For	For	For
4.d	Reelect Karen Linehan as Non-Executive Director	Mgmt	For	For	For
4.e	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	For	For
4.f	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	For	For	For
4.g	Reelect Asa Tamsons as Non-Executive Director	Mgmt	For	For	For
4.h	Elect Elisabeth Bastoni as Non-Executive Director	Mgmt	For	For	For
4.i	Elect Richard J. Kramer as Non-Executive Director	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
5.c	Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because the existence and issuance of special voting shares is not in line with the one-share-one vote principle and have the potential to provide additional rights to some shareholders disproportionate to their capital commitment.					
5.d	Authorize Repurchase of Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
7	Close Meeting	Mgmt			

The Boeing Company

Meeting Date: 04/18/2023	Country: USA	Ticker: BA
Record Date: 02/17/2023	Meeting Type: Annual	
Primary Security ID: 097023105		

Shares Voted: 72,892

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
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1d	Elect Director David L. Gitlin	Mgmt	For	For	For
1e	Elect Director Lynn J. Good	Mgmt	For	For	For
1f	Elect Director Stayce D. Harris	Mgmt	For	For	For
1g	Elect Director Akhil Johri	Mgmt	For	For	For
1h	Elect Director David L. Joyce	Mgmt	For	For	For
1i	Elect Director Lawrence W. Kellner	Mgmt	For	For	For
1j	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For
1k	Elect Director John M. Richardson	Mgmt	For	For	For
1l	Elect Director Sabrina Soussan	Mgmt	For	For	For
1m	Elect Director Ronald A. Williams	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. Increases to both the CEO's incentive program opportunities were made on the backdrop of negative short- and long-term TSR performance. Further, these increases have contributed to a misalignment between pay and performance for the most recent fiscal year. While annual incentives were based on a primarily quantitative scorecard, the committee may increase payouts based on a subjective assessment of individual performance, and the CEO's award was increased for FY22. Long-term incentives were half performance-based, but FY22 grants provide for an opportunity to reduce the premium price of the stock options if the company's TSR meets merely a median performance hurdle.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
6	Report on Risks Related to Operations in China	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>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.</i></p>					
8	Report on Climate Lobbying	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time; because while the company has disclosed information on its lobbying and political activities, information on its climate lobbying is still vague. Shareholders may benefit from a more complete evaluation of climate lobbying being conducted on the company's behalf. BACKGROUND INFORMATION Policies: Climate Change/Greenhouse Gas (GHG) Emissions</i></p>					

The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	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 median gender and racial 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.					

U.S. Bancorp

Meeting Date: 04/18/2023	Country: USA	Ticker: USB
Record Date: 02/21/2023	Meeting Type: Annual	
Primary Security ID: 902973304		

Shares Voted: 149,633

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 Alan B. Colberg	Mgmt	For	For	For
1f	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	For	For
1g	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1h	Elect Director Roland A. Hernandez	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 Loretta E. Reynolds	Mgmt	For	For	For
1l	Elect Director John P. Wiehoff	Mgmt	For	For	For
1m	Elect Director Scott W. Wine	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

Airbus SE

Meeting Date: 04/19/2023	Country: Netherlands	Ticker: AIR
Record Date: 03/22/2023	Meeting Type: Annual	
Primary Security ID: N0280G100		

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			
3.1	Receive Board Report	Mgmt			
3.2	Discussion on Leading the Journey Towards Clean Aerospace	Mgmt			
3.3	Discuss Potential Long-Term Strategic and Technological Partnership with Evidian and Acquisition of a Minority Stake in Evidian	Mgmt			
4.1	Adopt Financial Statements	Mgmt	For	For	For
4.2	Approve Allocation of Income	Mgmt	For	For	For
4.3	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
4.4	Approve Discharge of Executive 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 Ralph D. Crosby, Jr. as Non-Executive Director	Mgmt	For	For	For
4.8	Reelect Mark Dunkerley as Non-Executive Director	Mgmt	For	For	For
4.9	Reelect Stephan Gemkow as Non-Executive Director	Mgmt	For	For	For
4.10	Elect Antony Wood as Non-Executive Director	Mgmt	For	For	For
4.11	Grant Board Authority to Issue Shares 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 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			

British American Tobacco plc

Meeting Date: 04/19/2023

Record Date: 04/17/2023

Primary Security ID: G1510J102

Country: United Kingdom

Meeting Type: Annual

Ticker: BATS

Shares Voted: 2,231,943

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 KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Luc Jobin as Director	Mgmt	For	For	For
6	Re-elect Jack Bowles as Director	Mgmt	For	For	For
7	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For
8	Re-elect Kandy Anand 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 Dimitri Panayotopoulos as Director	Mgmt	For	For	For
13	Re-elect Darrell Thomas as Director	Mgmt	For	For	For
14	Elect Veronique Laury as Director	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
20	Adopt New Articles of Association	Mgmt	For	For	For

Hunting Plc

Meeting Date: 04/19/2023

Record Date: 04/17/2023

Primary Security ID: G46648104

Country: United Kingdom

Meeting Type: Annual

Ticker: HTG

Shares Voted: 131,109

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 Stuart Brightman 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 Paula Harris as Director	Mgmt	For	For	For
10	Re-elect Jim Johnson as Director	Mgmt	For	For	For
11	Re-elect Keith Lough 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 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

Primary Health Properties Plc

Meeting Date: 04/19/2023

Country: United Kingdom

Ticker: PHP

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: G7240B186

Shares Voted: 242,346

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 the Company's Dividend Policy	Mgmt	For	For	For

Primary Health Properties Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Re-elect Ivonne Cantu as Director	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 Specified Capital Investment	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Sulzer AG

Meeting Date: 04/19/2023Country: SwitzerlandTicker: SUN

Record Date:Meeting Type: Annual

Primary Security ID: H83580284

Shares Voted: 1,646

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 16.5 Million	Mgmt	For	For	For

Sulzer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Elect Suzanne Thoma as Director and Board Chair	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Board elections (Items 5.1-5.3.3) A vote AGAINST the reelection of Suzanne Thoma as a board member and as its chair (combined vote) is warranted because she also serves as CEO and there is no time limit on this combined role, which is a breach of market best practice. A vote AGAINST Thoma is further warranted because she served as the nomination committee chair in the past year and the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Committee elections (Items 6.1-6.2.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>					
5.2.1	Reelect David Metzger as Director	Mgmt	For	For	For
5.2.2	Reelect Alexey Moskov as Director	Mgmt	For	For	For
5.2.3	Reelect Markus Kammuegger as Director	Mgmt	For	For	For
5.3.1	Elect Prisca Havranek-Kosicek as Director	Mgmt	For	For	For
5.3.2	Elect Hariolf Kottmann as Director	Mgmt	For	For	For
5.3.3	Elect Per Utnegaard as Director	Mgmt	For	For	For
6.1	Reappoint Alexey Moskov as Member of the Compensation Committee	Mgmt	For	For	For
6.2.1	Appoint Markus Kammuegger as Member of the Compensation Committee	Mgmt	For	For	For
6.2.2	Appoint Hariolf Kottmann 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
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
9.3	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	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>					

Adobe Inc.

Meeting Date: 04/20/2023	Country: USA	Ticker: ADBE
Record Date: 02/21/2023	Meeting Type: Annual	
Primary Security ID: 00724F101		

Shares Voted: 37,604

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	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against

Carrier Global Corporation

Meeting Date: 04/20/2023Country: USATicker: CARR

Record Date: 02/28/2023Meeting Type: Annual

Primary Security ID: 14448C104

Shares Voted: 40,635

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 Susan N. Story	Mgmt	For	For	For
1g	Elect Director Michael A. Todman	Mgmt	For	For	For

Carrier Global Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Virginia M. Wilson	Mgmt	For	For	For
1i	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
4	Require Independent Board Chairman	SH	Against	Against	Against

Haleon Plc

Meeting Date: 04/20/2023	Country: United Kingdom	Ticker: HLN
Record Date: 04/18/2023	Meeting Type: Annual	
Primary Security ID: G4232K100		

Shares Voted: 9,485,141

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 Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Sir Dave Lewis as Director	Mgmt	For	For	For
6	Elect Brian McNamara as Director	Mgmt	For	For	For
7	Elect Tobias Hestler as Director	Mgmt	For	For	For
8	Elect Vindi Banga as Director	Mgmt	For	For	For
9	Elect Marie-Anne Aymerich as Director	Mgmt	For	For	For
10	Elect Tracy Clarke as Director	Mgmt	For	For	For
11	Elect Dame Vivienne Cox as Director	Mgmt	For	For	For
12	Elect Asmita Dubey as Director	Mgmt	For	For	For
13	Elect Deirdre Mahlan as Director	Mgmt	For	For	For
14	Elect David Denton as Director	Mgmt	For	For	For
15	Elect Bryan Supran as Director	Mgmt	For	For	For
16	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit & Risk 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

Haleon 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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Approve Performance Share Plan	Mgmt	For	For	For
24	Approve Share Value Plan	Mgmt	For	For	For
25	Approve Deferred Annual Bonus Plan	Mgmt	For	For	For
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
27	Authorise Off-Market Purchase of Ordinary Shares from Pfizer	Mgmt	For	For	For
28	Authorise Off-Market Purchase of Ordinary Shares from GSK Shareholders	Mgmt	For	For	For
29	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For	For

Heineken NV

Meeting Date: 04/20/2023

Record Date: 03/23/2023

Primary Security ID: N39427211

Country: Netherlands

Meeting Type: Annual

Ticker: HEIA

Shares Voted: 34,275

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1.b	Approve Remuneration Report	Mgmt	For	For	For
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 Executive Directors	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

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.a	Reelect M.R. de Carvalho to Supervisory Board	Mgmt	For	For	For
3.b	Reelect R.L. Ripley to Supervisory Board	Mgmt	For	For	For
3.c	Elect B. Pardo to Supervisory Board	Mgmt	For	For	For
3.d	Elect L.J. Hijmans van den Bergh to Supervisory Board	Mgmt	For	For	For
4	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/20/2023Country: FranceTicker: MC

Record Date: 04/18/2023Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 18,785

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 12.00 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Delphine Arnault as Director	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST is warranted 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.

Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are 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) (Items 5-7). * 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 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 9). * The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Veritas), this election warrants a CONTENTIOUS FOR (Item 10).

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Antonio Belloni as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are 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) (Items 5-7). * 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 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 9). * The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Veritas), this election warrants a CONTENTIOUS FOR (Item 10).</i></p>					
7	Reelect Marie-Josée Kravis as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are 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) (Items 5-7). * 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 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 9). * The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Veritas), this election warrants a CONTENTIOUS FOR (Item 10).</i></p>					
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For	For
9	Reelect Natacha Valla as Director	Mgmt	For	For	For
10	Elect Laurent Mignon as Director	Mgmt	For	For	For
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.</i></p>					
12	Appoint Diego Della Valle as Censor	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.</i></p>					
13	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<p><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></p>					
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
<p><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></p>					
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
<p><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></p>					
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	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>					
18	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>					
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 Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.</i>					
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.</i>					
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.</i>					

LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against	Against
Voting Policy Rationale: * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.					
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 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the criteria of performance conditions. * The vesting period is not disclosed. * The performance period is not disclosed.					
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For	For

Nestle SA

Meeting Date: 04/20/2023Country: SwitzerlandTicker: NESN

Record Date:Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 187,871

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
3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	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 Patrick Aebischer as Director	Mgmt	For	For	For
4.1.g	Reelect Kimberly Ross as Director	Mgmt	For	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.h	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.i	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.j	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.k	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.l	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.m	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.2.1	Elect Rainer Blair as Director	Mgmt	For	For	For
4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.3.1	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.4	Reappoint 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 10.5 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	Mgmt	For	For	For
6	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7.1	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
7.2	Amend Articles of Association	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	Against	Against	Against

RELX Plc

Meeting Date: 04/20/2023	Country: United Kingdom	Ticker: REL
Record Date: 04/18/2023	Meeting Type: Annual	
Primary Security ID: G7493L105		

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	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Elect Alistair Cox as Director	Mgmt	For	For	For
8	Re-elect Paul Walker as Director	Mgmt	For	For	For
9	Re-elect June Felix as Director	Mgmt	For	For	For
10	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
11	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
12	Re-elect Marike van Lier Lels as Director	Mgmt	For	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	For	For
14	Re-elect Robert MacLeod as Director	Mgmt	For	For	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
16	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
17	Approve Long-Term Incentive Plan	Mgmt	For	For	For
18	Approve Executive Share Ownership Scheme	Mgmt	For	For	For
19	Approve Sharesave Plan	Mgmt	For	For	For
20	Approve Employee Share Purchase Plan	Mgmt	For	For	For
21	Authorise Issue of Equity	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
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

SEGRO PLC

Meeting Date: 04/20/2023	Country: United Kingdom	Ticker: SGRO
Record Date: 04/18/2023	Meeting Type: Annual	
Primary Security ID: G80277141		

Shares Voted: 4,625,989

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 Andy Harrison as Director	Mgmt	For	For	For
5	Re-elect Mary Barnard as Director	Mgmt	For	For	For
6	Re-elect Sue Clayton as Director	Mgmt	For	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For	For
8	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
9	Re-elect Simon Fraser 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	Re-elect Linda Yueh 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 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

Akzo Nobel NV

Meeting Date: 04/21/2023	Country: Netherlands	Ticker: AKZA
Record Date: 03/24/2023	Meeting Type: Annual	
Primary Security ID: N01803308		

Shares Voted: 35,119

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	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.a	Elect B.J. Noteboom to Supervisory Board	Mgmt	For	For	For
5.b	Reelect J. Poots-Bijl to Supervisory Board	Mgmt	For	For	For
5.c	Reelect D.M. Sluimers to Supervisory Board	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Corteva, Inc.

Meeting Date: 04/21/2023Country: USATicker: CTVA

Record Date: 02/27/2023Meeting Type: Annual

Primary Security ID: 22052L104

Shares Voted: 119,659

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

Corteva, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

L'Oreal SA

Meeting Date: 04/21/2023

Record Date: 04/19/2023

Primary Security ID: F58149133

Country: France

Meeting Type: Annual/Special

Ticker: OR

Shares Voted: 20,231

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 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Reelect Sophie Bellon as Director	Mgmt	For	For	For
5	Reelect Fabienne Dulac as Director	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this remuneration report is warranted given the significant persisting free float dissent concerning the compensation report of the former Chairman/CEO (current chairman).					
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation of Nicolas Hieronimus, 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	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	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 of International Subsidiaries	Mgmt	For	For	For
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	For	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Stanley Black & Decker, Inc.

Meeting Date: 04/21/2023

Record Date: 02/27/2023

Primary Security ID: 854502101

Country: USA

Meeting Type: Annual

Ticker: SWK

Shares Voted: 19,334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald Allan, Jr.	Mgmt	For	For	For
1b	Elect Director Andrea J. Ayers	Mgmt	For	For	For

Stanley Black & Decker, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Patrick D. Campbell	Mgmt	For	For	For
1d	Elect Director Debra A. Crew	Mgmt	For	For	For
1e	Elect Director Michael D. Hankin	Mgmt	For	For	For
1f	Elect Director Robert J. Manning	Mgmt	For	For	For
1g	Elect Director Adrian V. Mitchell	Mgmt	For	For	For
1h	Elect Director Jane M. Palmieri	Mgmt	For	For	For
1i	Elect Director Mojdeh Poul	Mgmt	For	For	For
1j	Elect Director Irving Tan	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Fastenal Company

Meeting Date: 04/22/2023

Record Date: 02/22/2023

Primary Security ID: 311900104

Country: USA

Meeting Type: Annual

Ticker: FAST

Shares Voted: 58,638

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
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Fastenal Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

ING Groep NV

Meeting Date: 04/24/2023Country: NetherlandsTicker: INGA

Record Date: 03/27/2023Meeting Type: Annual

Primary Security ID: N4578E595

Shares Voted: 379,880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Receive Report of Executive Board (Non-Voting)	Mgmt			
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2C	Approve Remuneration Report	Mgmt	For	For	For
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Dividend and Distribution Policy	Mgmt			
3B	Approve Dividends	Mgmt	For	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Ratify KPMG Accountants N.V. (KPMG) as Auditors	Mgmt	For	For	For
6	Reelect Tanate Phutrakul to Executive Board	Mgmt	For	For	For
7A	Elect Alexandra Reich to Supervisory Board	Mgmt	For	For	For
7B	Elect Karl Guha to Supervisory Board	Mgmt	For	For	For
7C	Reelect Herna Verhagen to Supervisory Board	Mgmt	For	For	For
7D	Reelect Mike Rees to Supervisory Board	Mgmt	For	For	For
8A	Grant Board Authority to Issue Shares Up to 40 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

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For	For

Skipton Building Society

Meeting Date: 04/24/2023Country: United KingdomTicker: SKIP

Record Date: 04/20/2023Meeting 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	
4.1	Elect Iain Cummings as Director	Mgmt	For	Refer	
4.2	Elect Stuart Haire as Director	Mgmt	For	Refer	
4.3	Re-elect Andrew Bottomley as Director	Mgmt	For	Refer	
4.4	Re-elect Gwyneth Burr as Director	Mgmt	For	Refer	
4.5	Re-elect Denis Hall as Director	Mgmt	For	Refer	
4.6	Re-elect Heather Jackson as Director	Mgmt	For	Refer	
4.7	Re-elect Mark Lund as Director	Mgmt	For	Refer	
4.8	Re-elect Philip Moore as Director	Mgmt	For	Refer	
4.9	Re-elect Robert Ndawula as Director	Mgmt	For	Refer	

Bank of America Corporation

Meeting Date: 04/25/2023Country: USATicker: BAC

Record Date: 03/01/2023Meeting Type: Annual

Primary Security ID: 060505104

Shares Voted: 787,545

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 Jose (Joe) E. Almeida	Mgmt	For	For	For
1c	Elect Director Frank P. Bramble, Sr.	Mgmt	For	For	For
1d	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Arnold W. Donald	Mgmt	For	For	For
1f	Elect Director Linda P. Hudson	Mgmt	For	For	For
1g	Elect Director Monica C. Lozano	Mgmt	For	For	For
1h	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1j	Elect Director Denise L. Ramos	Mgmt	For	For	For
1k	Elect Director Clayton S. Rose	Mgmt	For	For	For
1l	Elect Director Michael D. White	Mgmt	For	For	For
1m	Elect Director Thomas D. Woods	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	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. This marks the first time in several years in which a quantitative pay-for-performance misalignment has been identified at BAC. On the positive side, CEO performance year pay decreased in directional alignment with recent stock price underperformance, and the majority of equity awards are based on clearly-disclosed multi-year goals with no upside vesting potential. However, there are significant concerns regarding the structure and lack of key disclosures under the annual incentive determination process. Annual incentives are discretionarily determined, although guided by performance assessments that highlighted consistent metrics year-over-year, and this discretionary determination resulted in an identified pay-for-performance misalignment for the year in review. Further, the proxy lacks key disclosures such as target pay opportunities, per-metric weightings, and threshold, target or maximum goals. Investors generally prefer a more formulaic incentive determination process with discretion constrained and judiciously applied, with key disclosures that provide transparency into pay outcomes. Also concerning is the structure and lack of disclosure related to sizable time-vesting awards granted to non-CEO NEOs.</i>					
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	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	For	For
<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>					
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	Against	Against
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy for implementing its commitments to advance a low-carbon economy and the company's management of related risks and opportunities.</i>					
10	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against
11	Commission Third Party Racial Equity Audit	SH	Against	Against	Against

Charter Communications, Inc.

Meeting Date: 04/25/2023

Record Date: 02/24/2023

Primary Security ID: 16119P108

Country: USA

Meeting Type: Annual

Ticker: CHTR

Shares Voted: 4,379

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Lance Conn	Mgmt	For	For	For
1b	Elect Director Kim C. Goodman	Mgmt	For	For	For
1c	Elect Director Craig A. Jacobson	Mgmt	For	For	For
1d	Elect Director Gregory B. Maffei	Mgmt	For	Against	Against
Voting Policy Rationale: 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.					
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	For	For
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	For	For
1l	Elect Director Thomas M. Rutledge	Mgmt	For	For	For
1m	Elect Director Eric L. Zinterhofer	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 given that the company entered into a new CEO agreement that provides for multi-year guaranteed time-based equity awards. Additionally, annual equity grants to all executives lack pre-set performance criteria.					
3	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.					
4	Ratify KPMG 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 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					

Citigroup Inc.

Meeting Date: 04/25/2023

Record Date: 02/27/2023

Primary Security ID: 172967424

Country: USA

Meeting Type: Annual

Ticker: C

Shares Voted: 231,846

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
1m	Elect Director Casper W. von Koskull	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The board's current policy that requires shareholder approval of certain change of control severance payments lacks key disclosures for shareholders. Without more specific information on the existing policy, shareholders do not have adequate assurances that the policy safeguards against excessive severance payments.					
7	Require Independent Board Chair	SH	Against	Against	Against
8	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.					
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against

Constellation Energy Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: CEG

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 21037T109

Constellation Energy Corporation

Shares Voted: 22,601

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph Dominguez	Mgmt	For	For	For
1.2	Elect Director Julie Holzrichter	Mgmt	For	For	For
1.3	Elect Director Ashish Khandpur	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

Exelon Corporation

Meeting Date: 04/25/2023Country: USATicker: EXC
Record Date: 03/01/2023Meeting Type: Annual
Primary Security ID: 30161N101

Shares Voted: 84,396

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Anderson	Mgmt	For	For	For
1b	Elect Director W. Paul Bowers	Mgmt	For	For	For
1c	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1d	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1e	Elect Director Linda Jojo	Mgmt	For	For	For
1f	Elect Director Charisse Lillie	Mgmt	For	For	For
1g	Elect Director Matthew Rogers	Mgmt	For	For	For
1h	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

International Business Machines Corporation

Meeting Date: 04/25/2023Country: USATicker: IBM
Record Date: 02/24/2023Meeting Type: Annual
Primary Security ID: 459200101

International Business Machines Corporation

Shares Voted: 95,566

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 F. 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	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.					
7	Report on Risks Related to Operations in China	SH	Against	Against	Against
8	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	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 harassment and discrimination issues involving protected classes of employees. Increased transparency would help shareholders to fully assess how the company is managing associated risks.					

NatWest Group Plc

Meeting Date: 04/25/2023	Country: United Kingdom	Ticker: NWG
Record Date: 04/21/2023	Meeting Type: Annual	
Primary Security ID: G6422B147		

Shares Voted: 6,953,080

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 Final Dividend	Mgmt	For	For	For
4	Re-elect Howard Davies as Director	Mgmt	For	For	For
5	Re-elect Alison Rose-Slade as Director	Mgmt	For	For	For
6	Re-elect Katie Murray as Director	Mgmt	For	For	For
7	Re-elect Frank Dangeard as Director	Mgmt	For	For	For
8	Elect Roisin Donnelly as Director	Mgmt	For	For	For
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 Yasmin Jetha as Director	Mgmt	For	For	For
12	Elect Stuart Lewis as Director	Mgmt	For	For	For
13	Re-elect Mark Seligman as Director	Mgmt	For	For	For
14	Re-elect Lena Wilson as Director	Mgmt	For	For	For
15	Reappoint Ernst and Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Group 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 Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For	For
26	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	For

The Coca-Cola Company

Meeting Date: 04/25/2023

Country: USA

Ticker: KO

Record Date: 02/24/2023

Meeting Type: Annual

Primary Security ID: 191216100

Shares Voted: 251,985

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 Carolyn Everson	Mgmt	For	For	For
1.7	Elect Director Helene D. Gayle	Mgmt	For	For	For
1.8	Elect Director Alexis M. Herman	Mgmt	For	For	For
1.9	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1.10	Elect Director Amity Millhiser	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.13	Elect Director David B. Weinberg	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	Report on Third-Party Civil Rights Audit	SH	Against	Against	Against
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against	Against
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 a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.					
8	Require Independent Board Chair	SH	Against	Against	Against
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against	Against

Truist Financial Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: TFC

Record Date: 02/16/2023

Meeting Type: Annual

Primary Security ID: 89832Q109

Truist Financial Corporation

Shares Voted: 217,073

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
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

Wells Fargo & Company

Meeting Date: 04/25/2023Country: USATicker: WFC

Record Date: 02/24/2023Meeting Type: Annual

Primary Security ID: 949746101

Shares Voted: 361,646

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
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 Ronald L. Sargent	Mgmt	For	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For	For
1m	Elect Director Suzanne M. Vautrinot	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 KPMG LLP as Auditors	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that a reduction in certain vote requirements would be beneficial for shareholders.					
6	Report on Political Expenditures Congruence	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 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 its climate goals.					
8	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and the company's management of related risks and opportunities.					
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks.					
11	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks and put the company more in line with peer disclosures.					

Alfa Financial Software Holdings Plc

Meeting Date: 04/26/2023Country: United KingdomTicker: ALFA

Record Date: 04/24/2023Meeting Type: Annual

Primary Security ID: G01682106

Shares Voted: 11,536,597

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
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

Alfa Financial Software Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Anglo American Plc

Meeting Date: 04/26/2023	Country: United Kingdom	Ticker: AAL
Record Date: 04/24/2023	Meeting Type: Annual	
Primary Security ID: G03764134		

Shares Voted: 994,841

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 Magali Anderson as Director	Mgmt	For	For	For
4	Re-elect Stuart Chambers as Director	Mgmt	For	For	For
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For	For
6	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
7	Re-elect Ian Ashby as Director	Mgmt	For	For	For
8	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For
9	Re-elect Hilary Maxson as Director	Mgmt	For	For	For
10	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	For
11	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For
12	Re-elect Ian Tyler 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	Approve Remuneration Policy	Mgmt	For	For	For
16	Approve Remuneration Report	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

Anheuser-Busch InBev SA/NV

Meeting Date: 04/26/2023

Country: Belgium

Ticker: ABI

Record Date: 04/12/2023

Meeting Type: Annual/Special

Primary Security ID: B639CJ108

Shares Voted: 70,301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
A.1	Amend Articles Re: Composition Rules for the Board of Directors	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 0.75 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	Elect Aradhana Sarin as Independent Director	Mgmt	For	For	For
B.8.b	Elect Dirk Van de Put as Independent Director	Mgmt	For	For	For
B.8.c	Elect Lynne Biggar as Independent Director	Mgmt	For	For	For
B.8.d	Reelect Sabine Chalmers as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Lynne Biggar, Aradhana Sarin, and Dirk Van de Put 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 elections of Salvatore Mancuso, Martin Barrington, Sabine Chalmers, Claudio Moniz Barreto Garcia, Alejandro Santo Domingo Davila and Heloisa de Paula Machado Sicupira is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					
B.8.e	Reelect Claudio Garcia as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Lynne Biggar, Aradhana Sarin, and Dirk Van de Put 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 elections of Salvatore Mancuso, Martin Barrington, Sabine Chalmers, Claudio Moniz Barreto Garcia, Alejandro Santo Domingo Davila and Heloisa de Paula Machado Sicupira is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					
B.8.f	Elect Heloisa Sicupira as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Lynne Biggar, Aradhana Sarin, and Dirk Van de Put 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 elections of Salvatore Mancuso, Martin Barrington, Sabine Chalmers, Claudio Moniz Barreto Garcia, Alejandro Santo Domingo Davila and Heloisa de Paula Machado Sicupira is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B.8.g	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR the elections of Lynne Biggar, Aradhana Sarin, and Dirk Van de Put 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 elections of Salvatore Mancuso, Martin Barrington, Sabine Chalmers, Claudio Moniz Barreto Garcia, Alejandro Santo Domingo Davila and Heloisa de Paula Machado Sicupira is warranted because the nominees are non-independent while the board is not sufficiently independent.					
B.8.h	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR the elections of Lynne Biggar, Aradhana Sarin, and Dirk Van de Put 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 elections of Salvatore Mancuso, Martin Barrington, Sabine Chalmers, Claudio Moniz Barreto Garcia, Alejandro Santo Domingo Davila and Heloisa de Paula Machado Sicupira is warranted because the nominees are non-independent while the board is not sufficiently independent.					
B.8.i	Elect Salvatore Mancuso as Restricted Share Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR the elections of Lynne Biggar, Aradhana Sarin, and Dirk Van de Put 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 elections of Salvatore Mancuso, Martin Barrington, Sabine Chalmers, Claudio Moniz Barreto Garcia, Alejandro Santo Domingo Davila and Heloisa de Paula Machado Sicupira is warranted because the nominees are non-independent while the board is not sufficiently independent.					
B.9	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted: * The realized pay package of EUR 39.5 million raises concern and is considered excessive. The package is 5.8 times that of peer group median in 2022; * 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; * In 2022, the non-executive directors real pay is substantially higher than that of peers. * The company did not provide any response regarding the dissent on remuneration report and policy (vote AGM 2022) * The volume of awards under the long term incentive plan is beyond 5 percent of the company's current issued share capital.					
C.10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/26/2023	Country: Netherlands	Ticker: ASML
Record Date: 03/29/2023	Meeting Type: Annual	
Primary Security ID: N07059202		

Shares Voted: 28,306

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

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	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
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt			
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For	For
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
10a	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
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

Assa Abloy AB

Meeting Date: 04/26/2023

Record Date: 04/18/2023

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			

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For	Do Not Vote
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			
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 4.80 Per Share	Mgmt	For	For	Do Not Vote
9.c	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.12 Million for Vice Chair and SEK 890,000 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 Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Mgmt	For	Against	Do Not Vote
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
14	Authorize Chairman of Board and Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	Do Not Vote
15	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Performance Share Matching Plan LTI 2023	Mgmt	For	Against	Do Not Vote
18	Close Meeting	Mgmt			

Assicurazioni Generali SpA

Meeting Date: 04/26/2023	Country: Italy	Ticker: G
Record Date: 04/17/2023	Meeting Type: Annual	
Primary Security ID: T05040109		

Shares Voted: 114,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Elect Stefano Marsaglia as Director	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
3a.1	Slate Submitted by VM 2006 Srl	SH	None	Against	Against
3a.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
3b	Approve Internal Auditors' Remuneration	Mgmt	For	For	For
4a	Approve Remuneration Policy	Mgmt	For	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5a	Approve Long Term Incentive Plan 2023-2025	Mgmt	For	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For
6a	Approve Share Plan for Generali Group Employees	Mgmt	For	For	For
6b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Share Plan for Generali Group Employees	Mgmt	For	For	For
7	Adjust Remuneration of External Auditors	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Bunzl Plc

Meeting Date: 04/26/2023	Country: United Kingdom	Ticker: BNZL
Record Date: 04/24/2023	Meeting Type: Annual	
Primary Security ID: G16968110		

Shares Voted: 338,599

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
10	Elect Pam Kirby as Director	Mgmt	For	For	For
11	Elect Jacky Simmonds 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	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 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

Croda International Plc

Meeting Date: 04/26/2023	Country: United Kingdom	Ticker: CRDA
Record Date: 04/24/2023	Meeting Type: Annual	
Primary Security ID: G25536155		

Croda International Plc

Shares Voted: 456,811

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 Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Louisa Burdett as Director	Mgmt	For	For	For
6	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For
7	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
8	Re-elect Steve Foots as Director	Mgmt	For	For	For
9	Re-elect Anita Frew as Director	Mgmt	For	For	For
10	Re-elect Julie Kim as Director	Mgmt	For	For	For
11	Re-elect Keith Layden as Director	Mgmt	For	For	For
12	Re-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
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
22	Approve Sharesave Scheme	Mgmt	For	For	For
23	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For

Elementis Plc

Meeting Date: 04/26/2023

Record Date: 04/24/2023

Primary Security ID: G2996U108

Country: United Kingdom

Meeting Type: Annual

Ticker: ELM

Shares Voted: 3,843,635

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 Clement Woon as Director	Mgmt	For	For	For
4	Re-elect John O'Higgins as Director	Mgmt	For	For	For
5	Re-elect Paul Waterman as Director	Mgmt	For	For	For
6	Re-elect Ralph Hewins as Director	Mgmt	For	For	For
7	Re-elect Dorothee Deuring as Director	Mgmt	For	For	For
8	Re-elect Steve Good as Director	Mgmt	For	For	For
9	Re-elect Trudy Schoolenberg 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

ENGIE SA

Meeting Date: 04/26/2023Country: FranceTicker: ENGI

Record Date: 04/24/2023Meeting Type: Annual/Special

Primary Security ID: F7629A107

Shares Voted: 155,610

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.40 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 Marie-Jose Nadeau as Director	Mgmt	For	For	For
7	Reelect Patrice Durand as Director	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Jean-Pierre Clamadiou, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	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	Extraordinary Business	Mgmt			
	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
A	Shareholder Proposals Submitted by the State	Mgmt			
	Elect Lucie Muniesa as Director	SH	For	For	For
B	Shareholder Proposals Submitted by Several Shareholders	Mgmt			
	Amend Articles 21 and 24 of Bylaws Re: Climate Strategy	SH	Against	For	For

*Voting Policy Rationale: A vote FOR the proposed amendments is warranted, although the following concern is raised: * There is debate surrounding the use of a bylaw amendment to support the requested additional disclosure and votes on the company's climate strategy. The main reason for support is: * The proposal would favor additional information of shareholders without infringing on the Board's prerogatives.*

Fugro NV

Meeting Date: 04/26/2023	Country: Netherlands	Ticker: FUR
Record Date: 03/29/2023	Meeting Type: Annual	
Primary Security ID: N3385Q312		

Shares Voted: 76,146

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	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
7	Reelect M.R.F. Heine to Management Board	Mgmt	For	For	For
8a	Reelect A.H. Montijn to Supervisory Board	Mgmt	For	For	For
8b	Elect E. Kairisto to Supervisory Board	Mgmt	For	For	For
9	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

Lancashire Holdings Ltd.

Meeting Date: 04/26/2023	Country: Bermuda	Ticker: LRE
Record Date: 03/31/2023	Meeting Type: Annual	
Primary Security ID: G5361W104		

Lancashire Holdings Ltd.

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 Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Peter Clarke as Director	Mgmt	For	For	For
6	Re-elect Michael Dawson as Director	Mgmt	For	For	For
7	Elect Jack Gressier as Director	Mgmt	For	For	For
8	Re-elect Natalie Kershaw as Director	Mgmt	For	For	For
9	Re-elect Robert Lusardi as Director	Mgmt	For	For	For
10	Re-elect Alex Maloney as Director	Mgmt	For	For	For
11	Re-elect Irene McDermott Brown as Director	Mgmt	For	For	For
12	Re-elect Sally Williams as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
15	Amend Bye-laws	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 Specified Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Common Shares	Mgmt	For	For	For

Smith & Nephew plc

Meeting Date: 04/26/2023

Record Date: 04/24/2023

Primary Security ID: G82343164

Country: United Kingdom

Meeting Type: Annual

Ticker: SN

Shares Voted: 4,249,758

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

Smith & Nephew plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	Against
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Rupert Soames as Director	Mgmt	For	For	For
6	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
7	Re-elect Jo Hallas as Director	Mgmt	For	For	For
8	Re-elect John Ma as Director	Mgmt	For	For	For
9	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For	For
10	Re-elect Rick Medlock as Director	Mgmt	For	For	For
11	Re-elect Deepak Nath as Director	Mgmt	For	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
13	Re-elect Marc Owen as Director	Mgmt	For	For	For
14	Re-elect Roberto Quarta as Director	Mgmt	For	For	For
15	Re-elect Angie Risley as Director	Mgmt	For	For	For
16	Re-elect Bob White as Director	Mgmt	For	For	For
17	Reappoint KPMG 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 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

The PNC Financial Services Group, Inc.

Meeting Date: 04/26/2023

Record Date: 02/03/2023

Primary Security ID: 693475105

Country: USA

Meeting Type: Annual

Ticker: PNC

Shares Voted: 44,639

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

The PNC Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Renu Khator	Mgmt	For	For	For
1i	Elect Director Linda R. Medler	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	For	For
1k	Elect Director Martin Pfinsgraff	Mgmt	For	For	For
1l	Elect Director Bryan S. Salesky	Mgmt	For	For	For
1m	Elect Director Toni Townes-whitley	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Viscofan SA

Meeting Date: 04/26/2023

Record Date: 04/21/2023

Primary Security ID: E97579192

Country: Spain

Meeting Type: Annual

Ticker: VIS

Shares Voted: 4,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	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	Approve Allocation of Income and Dividends	Mgmt	For	For	For
6	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
7	Reelect Jose Domingo de Ampuero y Osma as Director	Mgmt	For	For	For
8	Ratify Appointment of and Elect Javier Fernandez Alonso as Director	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For

Viscofan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For
11	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

AstraZeneca Plc

Meeting Date: 04/27/2023

Record Date: 04/25/2023

Primary Security ID: G0593M107

Country: United Kingdom

Meeting Type: Annual

Ticker: AZN

Shares Voted: 2,705,550

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 Michel Demare as Director	Mgmt	For	For	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
5c	Re-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 Deborah DiSanzo as Director	Mgmt	For	For	For
5g	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5h	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5i	Re-elect Tony Mok as Director	Mgmt	For	For	For
5j	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5k	Re-elect Andreas Rummelt as Director	Mgmt	For	For	For
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
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

AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Adopt New Articles of Association	Mgmt	For	For	For

Atlas Copco AB

Meeting Date: 04/27/2023

Record Date: 04/19/2023

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
8.b1	Approve Discharge of Staffan Bohman	Mgmt	For	For	Do Not Vote
8.b2	Approve Discharge of Johan Forssell	Mgmt	For	For	Do Not Vote
8.b3	Approve Discharge of Helene Mellquist	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 2.30 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 Johan Forssell as Director	Mgmt	For	Against	Do Not Vote
10.a2	Reelect Helene Mellquist as Director	Mgmt	For	For	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 Jumana Al-Sibai as New Director	Mgmt	For	For	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
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 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	For	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 2023 for Key Employees	Mgmt	For	For	Do Not Vote
13.a	Acquire Class A Shares Related to Personnel Option Plan for 2022 and 2023	Mgmt	For	For	Do Not Vote

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 2023	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 2017, 2018, 2019 and 2020	Mgmt	For	For	Do Not Vote
14	Amend Articles Re: Attendance at General Meeting	Mgmt	For	For	Do Not Vote
15	Close Meeting	Mgmt			

AXA SA

Meeting Date: 04/27/2023 **Country:** France **Ticker:** CS
Record Date: 04/25/2023 **Meeting Type:** Annual/Special
Primary Security ID: F06106102

Shares Voted: 161,556

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 1.70 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 until April 28, 2022	Mgmt	For	For	For
6	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	Mgmt	For	For	For
7	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
17	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
18	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For	For
21	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	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 of International Subsidiaries	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

BASF SE

Meeting Date: 04/27/2023

Record Date: 04/20/2023

Primary Security ID: D06216317

Country: Germany

Meeting Type: Annual

Ticker: BAS

Shares Voted: 93,171

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Electronic Participation	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	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

BP Plc

Meeting Date: 04/27/2023

Record Date: 04/25/2023

Primary Security ID: G12793108

Country: United Kingdom

Meeting Type: Annual

Ticker: BP

Shares Voted: 32,870,627

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
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

BP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Melody Meyer as Director	Mgmt	For	For	For
9	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
10	Re-elect Sir John Sawers as Director	Mgmt	For	For	For
11	Re-elect Pamela Daley 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	Elect Amanda Blanc as Director	Mgmt	For	For	For
15	Elect Satish Pai as Director	Mgmt	For	For	For
16	Elect Hina Nagarajan 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 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
25	Shareholder Proposal	Mgmt			
	Approve Shareholder Resolution on Climate Change Targets	SH	Against	Against	Against

CLS Holdings Plc

Meeting Date: 04/27/2023

Record Date: 04/25/2023

Primary Security ID: G2212D187

Country: United Kingdom

Meeting Type: Annual

Ticker: CLI

Shares Voted: 2,437,801

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

CLS Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Lennart Sten as Director	Mgmt	For	For	For
6	Re-elect Anna Seeley as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Items 5 and 7-10 A vote FOR the re-election of Lennart Sten, Fredrik Widlund, Andrew Kirkman, Elizabeth Edwards, William (Bill) Holland, and Denise Jagger is warranted as no significant concerns have been identified. Items 6 and 12 A vote AGAINST the re-election of Anna Seeley, 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.</i>					
7	Re-elect Fredrik Widlund as Director	Mgmt	For	For	For
8	Re-elect Andrew Kirkman as Director	Mgmt	For	For	For
9	Re-elect Elizabeth Edwards as Director	Mgmt	For	For	For
10	Re-elect Bill Holland as Director	Mgmt	For	For	For
11	Re-elect Denise Jagger as Director	Mgmt	For	For	For
12	Re-elect Bengt Mortstedt as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Items 5 and 7-10 A vote FOR the re-election of Lennart Sten, Fredrik Widlund, Andrew Kirkman, Elizabeth Edwards, William (Bill) Holland, and Denise Jagger is warranted as no significant concerns have been identified. Items 6 and 12 A vote AGAINST the re-election of Anna Seeley, 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.</i>					
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	Approve Annual Bonus plan	Mgmt	For	For	For
17	Amend Long Term Incentive 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

Continental AG

Meeting Date: 04/27/2023	Country: Germany	Ticker: CON
Record Date: 04/05/2023	Meeting Type: Annual	
Primary Security ID: D16212140		

Shares Voted: 20,608

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Katja Duerrfeld for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2022	Mgmt	For	For	For

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Maria-Elisabeth Schaeffler-Thumann for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2022	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For	For	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
9	Amend Articles Re: General Meeting Chair and Procedure	Mgmt	For	For	For
10	Amend Affiliation Agreement with Continental Automotive GmbH	Mgmt	For	For	For

Coventry Building Society

Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: CVBP

Record Date: 04/25/2023

Meeting 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	Approve Remuneration Policy	Mgmt	For	Refer	
4	Reappoint PricewaterhouseCoopers UK as Auditors	Mgmt	For	Refer	
5	Elect David Thorburn as Director	Mgmt	For	Refer	
6	Re-elect Stephen Hughes as Director	Mgmt	For	Refer	
7	Re-elect Iraj Amiri as Director	Mgmt	For	Refer	
8	Re-elect Joanne Kenrick as Director	Mgmt	For	Refer	
9	Re-elect Shamira Mohammed as Director	Mgmt	For	Refer	
10	Re-elect Brendan O'Connor as Director	Mgmt	For	Refer	
11	Re-elect Lee Raybould as Director	Mgmt	For	Refer	
12	Re-elect Martin Stewart as Director	Mgmt	For	Refer	

CRH Plc

Meeting Date: 04/27/2023Country: IrelandTicker: CRH
Record Date: 04/23/2023Meeting Type: Annual
Primary Security ID: G25508105

Shares Voted: 444,671

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	Approve Remuneration Report	Mgmt	For	For	For
4a	Re-elect Richie Boucher as Director	Mgmt	For	For	For
4b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
4c	Re-elect Richard Fearon as Director	Mgmt	For	For	For
4d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For
4e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For
4f	Elect Badar Khan as Director	Mgmt	For	For	For
4g	Re-elect Lamar McKay as Director	Mgmt	For	For	For
4h	Re-elect Albert Manifold as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4i	Re-elect Jim Mintern as Director	Mgmt	For	For	For
4j	Re-elect Gillian Platt as Director	Mgmt	For	For	For
4k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For
4l	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For
4m	Elect Christina Verchere as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Ratify Deloitte Ireland LLP as 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 Market Purchase of Ordinary Shares	Mgmt	For	For	For
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For

Danone SA

Meeting Date: 04/27/2023	Country: France	Ticker: BN
Record Date: 04/25/2023	Meeting Type: Annual/Special	
Primary Security ID: F12033134		

Shares Voted: 74,056

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 per Share	Mgmt	For	For	For
4	Reelect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
5	Reelect Gilles Schnepf as Director	Mgmt	For	For	For
6	Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	Mgmt	For	For	For
7	Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 16.9 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For
18	Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	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 of International Subsidiaries	Mgmt	For	For	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
26	Elect Sanjiv Mehta as Director	Mgmt	For	For	For

Eurofins Scientific SE

Meeting Date: 04/27/2023

Record Date: 04/13/2023

Primary Security ID: L31839134

Country: Luxembourg

Meeting Type: Annual

Ticker: ERF

Shares Voted: 917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
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 Policy	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted, because: * 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. The company operates three LTI awards, whereas it is unclear how the grant per individual are established; * Lack of disclosure concerning the signing bonus awarded in 2022 under the LTIP.					
11	Reelect Ivo Rauh as Director	Mgmt	For	For	For
12	Reelect Fereshteh Pouchantchi 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 Filing of Required Documents and Other Formalities	Mgmt	For	For	For

Ibstock Plc

Meeting Date: 04/27/2023

Record Date: 04/25/2023

Primary Security ID: G46956135

Country: United Kingdom

Meeting Type: Annual

Ticker: IBST

Shares Voted: 752,022

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 Jonathan Nicholls as Director	Mgmt	For	For	For
5	Re-elect Peju Adebajo as Director	Mgmt	For	For	For
6	Elect Nicola Bruce as Director	Mgmt	For	For	For
7	Re-elect Louis Eperjesi as Director	Mgmt	For	For	For
8	Re-elect Claire Hawkings as Director	Mgmt	For	For	For
9	Re-elect Joe Hudson as Director	Mgmt	For	For	For
10	Re-elect Chris McLeish as Director	Mgmt	For	For	For
11	Re-elect Justin Read 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	Approve Long-Term Incentive Plan	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

Johnson & Johnson

Meeting Date: 04/27/2023Country: USATicker: JNJ

Record Date: 02/28/2023Meeting Type: Annual

Primary Security ID: 478160104

Shares Voted: 231,245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1g	Elect Director Paula A. Johnson	Mgmt	For	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For	For
1i	Elect Director Mark B. McClellan	Mgmt	For	For	For
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1l	Elect Director Nadja Y. West	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	Adopt Mandatory Arbitration Bylaw - Withdrawn	SH			
6	Report on Government Financial Support and Equitable Access to Covid-19 Products	SH	Against	For	For
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.					
7	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders continue to raise concern surrounding the company's exclusion of large litigation-related costs from the executive compensation program, as evidenced by significant shareholder support for this proposal at last year's annual meeting. In addition, shareholders may have expected more robust disclosure and reconciliation in the proxy in order to better understand how these specific expenses impacted pay for its top executives. 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.					
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against

Kering SA

Meeting Date: 04/27/2023	Country: France	Ticker: KER
Record Date: 04/25/2023	Meeting Type: Annual/Special	
Primary Security ID: F5433L103		

Shares Voted: 6,471

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 14 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report of the chairman and CEO François-Henri Pinault (item 5) is warranted because: * The company does not provide clear information on the achievement of the performance conditions for the KMUs vested under the 2018 and 2019 plans. However, the payment of both these plans has been deferred and they were not paid in 2022. * He received an exceptional payment amounting to EUR 5,840,000 through KMUs and the company failed to provide a compelling rationale. A vote FOR the remuneration report of the Group Managing Director (vice-CEO) Jean-François Palus (item 6) is warranted although it is not without concerns as : * The company does not provide clear information on the achievement of the performance conditions for the KMUs paid under the 2018 and 2019 plans.</i></p>					
6	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
10	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
12	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
14	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 13 and 14	Mgmt	For	For	For
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14	Mgmt	For	For	For
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Kerry Group Plc

Meeting Date: 04/27/2023

Record Date: 04/23/2023

Primary Security ID: G52416107

Country: Ireland

Meeting Type: Annual

Ticker: KRZ

Shares Voted: 22,511

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 Patrick Rohan as Director	Mgmt	For	For	For
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
4b	Re-elect Hugh Brady as Director	Mgmt	For	For	For
4c	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
4d	Re-elect Karin Dorrepaal as Director	Mgmt	For	For	For
4e	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
4f	Re-elect Michael Kerr as Director	Mgmt	For	For	For
4g	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
4h	Re-elect Tom Moran as Director	Mgmt	For	For	For
4i	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
4j	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
4k	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	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 Ordinary Shares	Mgmt	For	For	For
12	Approve Employee Share Plan	Mgmt	For	For	For

Lockheed Martin Corporation

Meeting Date: 04/27/2023

Record Date: 02/24/2023

Primary Security ID: 539830109

Country: USA

Meeting Type: Annual

Ticker: LMT

Shares Voted: 12,465

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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Lockheed Martin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Human Rights Impact Assessment	SH	Against	Against	Against
7	Report on Efforts to Reduce Full Value Chain GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as more information about the company's plans to mitigate risks related to climate change and take advantage of opportunities as its customers seek to reduce emissions associated with defense contracting could help shareholders assess the company's strategies to manage a transition to a low carbon economy.

London Stock Exchange Group Plc

Meeting Date: 04/27/2023Country: United KingdomTicker: LSEG

Record Date: 04/25/2023Meeting Type: Annual

Primary Security ID: G5689U103

Shares Voted: 273,585

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 Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	Against
4	Approve Remuneration Policy	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 Kathleen DeRose as Director	Mgmt	For	For	For
8	Re-elect Tsega Gebreyes 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	Re-elect Ashok Vaswani as Director	Mgmt	For	For	For
16	Elect Scott Guthrie as Director	Mgmt	For	For	For
17	Elect William Vereker as Director	Mgmt	For	For	For

London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
19	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	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
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise Off-Market Purchase of Shares from ConsortiumShareholders	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Pfizer Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: PFE

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 717081103

Shares Voted: 559,668

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

Pfizer 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	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.					
9	Report on Political Expenditures Congruence	SH	Against	Against	Against

Robert Walters Plc

Meeting Date: 04/27/2023Country: United KingdomTicker: RWA

Record Date: 04/25/2023Meeting Type: Annual

Primary Security ID: G7608T118

Shares Voted: 96,336

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Leslie Van de Walle 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	Re-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	Approve Performance Share Plan	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Robert Walters Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Sandvik Aktiebolag

Meeting Date: 04/27/2023

Record Date: 04/19/2023

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 Patrik Marcelius as 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			
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	Receive President's Report	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 Thomas Andersson	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.10	Approve Discharge of Thomas Lilja	Mgmt	For	For	Do Not Vote
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For	Do Not Vote
10.12	Approve Discharge of Erik Knebel	Mgmt	For	For	Do Not Vote
10.13	Approve Discharge of Tomas Karnstrom	Mgmt	For	For	Do Not Vote
11	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	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 2.88 Million for Chairman and SEK 770,000 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 LTIP 2023 for Key Employees	Mgmt	For	Against	Do Not Vote
19	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
20	Close Meeting	Mgmt			

Schroders Plc

Meeting Date: 04/27/2023	Country: United Kingdom	Ticker: SDR
Record Date: 04/25/2023	Meeting Type: Annual	
Primary Security ID: G78602144		

Shares Voted: 1,097,171

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 Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
7	Re-elect Peter Harrison as Director	Mgmt	For	For	For
8	Re-elect Richard Keers as Director	Mgmt	For	For	For
9	Re-elect Ian King as Director	Mgmt	For	For	For
10	Re-elect Rhian Davies as Director	Mgmt	For	For	For
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
12	Re-elect Deborah Waterhouse as Director	Mgmt	For	For	For
13	Re-elect Matthew Westerman as Director	Mgmt	For	For	For
14	Re-elect Claire Fitzalan Howard as Director	Mgmt	For	For	For
15	Re-elect Leonie Schroder as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Waiver of Rule 9 of the Takeover Code	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

Taylor Wimpey Plc

Meeting Date: 04/27/2023	Country: United Kingdom	Ticker: TW
Record Date: 04/25/2023	Meeting Type: Annual	
Primary Security ID: G86954107		

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 Robert Noel as Director	Mgmt	For	For	For
5	Re-elect Jennie Daly as Director	Mgmt	For	For	For
6	Re-elect Chris Carney 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	Elect Mark Castle as Director	Mgmt	For	For	For
11	Elect Clodagh Moriarty as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers 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	Approve Remuneration Report	Mgmt	For	For	For
19	Approve Remuneration Policy	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Approve Sharesave Plan	Mgmt	For	For	For
22	Approve Renewal and Amendments to the Share Incentive Plan	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Texas Instruments Incorporated

Meeting Date: 04/27/2023

Record Date: 03/01/2023

Primary Security ID: 882508104

Country: USA

Meeting Type: Annual

Ticker: TXN

Texas Instruments Incorporated

Shares Voted: 55,585

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 Curtis C. Farmer	Mgmt	For	For	For
1g	Elect Director Jean M. Hobby	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	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	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.					
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against	Against

The Weir Group Plc

Meeting Date: 04/27/2023Country: United KingdomTicker: WEIR

Record Date: 04/25/2023Meeting Type: Annual

Primary Security ID: G95248137

Shares Voted: 534,462

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

The Weir 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 Barbara Jeremiah as Director	Mgmt	For	For	For
5	Re-elect Jon Stanton as Director	Mgmt	For	For	For
6	Re-elect John Heasley as Director	Mgmt	For	For	For
7	Elect Dame Nicole Brewer as Director	Mgmt	For	For	For
8	Re-elect Clare Chapman as Director	Mgmt	For	For	For
9	Elect Tracey Kerr as Director	Mgmt	For	For	For
10	Re-elect Ben Magara as Director	Mgmt	For	For	For
11	Re-elect Sir Jim McDonald as Director	Mgmt	For	For	For
12	Re-elect Srinivasan Venkatakrishnan as Director	Mgmt	For	For	For
13	Re-elect Stephen Young 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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Umicore

Meeting Date: 04/27/2023

Record Date: 04/13/2023

Primary Security ID: B95505184

Country: Belgium

Meeting Type: Annual/Special

Ticker: UMI

Shares Voted: 25,636

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
	Annual Shareholders' Meeting Agenda	Mgmt			
A.1	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt			
A.2	Approve Remuneration Report	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	For	For	For
A.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
A.5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
A.6	Approve Discharge of Auditors	Mgmt	For	For	For
A.7.1	Reelect Mario Armero as Member of the Supervisory Board	Mgmt	For	For	For
A.7.2	Elect Marc Grynberg as Member of the Supervisory Board	Mgmt	For	For	For
A.8	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: Joint Venture Agreement with PowerCo SE and Power HoldCo Lux SA and Sustainability-Linked Note Purchase Agreement	Mgmt	For	For	For

Veolia Environnement SA

Meeting Date: 04/27/2023	Country: France	Ticker: VIE
Record Date: 04/25/2023	Meeting Type: Annual/Special	
Primary Security ID: F9686M107		

Shares Voted: 58,033

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
4	Approve Allocation of Income and Dividends of EUR 1.12 per Share	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 Maryse Aulagnon as Director	Mgmt	For	For	For
7	Elect Olivier Andries as Director	Mgmt	For	For	For
8	Elect Veronique Bedague-Hamilius as Director	Mgmt	For	For	For
9	Elect Francisco Reynes as Director	Mgmt	For	For	For

Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For	For
11	Approve Compensation of Antoine Frerot, Chairman and CEO from January 1, 2022 until June 30, 2022	Mgmt	For	For	For
12	Approve Compensation of Antoine Frerot, Chairman of the Board from July 1, 2022 until December 31, 2022	Mgmt	For	For	For
13	Approve Compensation of Estelle Brachlianoff, CEO from July 1, 2022 until December 31, 2022	Mgmt	For	For	For
14	Approve Compensation Report of Corporate Officers	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	Approve Remuneration Policy of Directors	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 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 and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
21	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
22	Amend Article 15 of Bylaws Re: Corporate Purpose	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted as this proposal would deprive shareholders of any right of approval on the content or any influence over the future possible evolutions of the corporate purpose of the company by granting the board an exclusive competence to formulate it.</i>					
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Abbott Laboratories

Meeting Date: 04/28/2023 **Country:** USA **Ticker:** ABT
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 002824100

Shares Voted: 192,659

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1.10	Elect Director Michael F. Roman	Mgmt	For	For	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	For	For
1.12	Elect Director John G. Stratton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against
8	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	Against	Against

Bayer AG

Meeting Date: 04/28/2023

Record Date: 04/21/2023

Primary Security ID: D0712D163

Country: Germany

Meeting Type: Annual

Ticker: BAYN

Shares Voted: 93,190

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 2.40 per Share for Fiscal Year 2022	Mgmt	For	For	For
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Elect Norbert Winkeljohann to the Supervisory Board	Mgmt	For	For	For
4.2	Elect Kimberly Mathisen to the Supervisory Board	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Concerns remain in regard to the CEO's STI being insulated from cash outflow related to litigation in connection with Monsanto. * Legacy contribution-based pension entitlements for the CEO result in contributions that can be considered excessive and are not aligned with the wider workforce or market practice. However, we highlight that in light of the CEO change on June 1, 2023, many of these concerns will likely be mitigated moving forward.</i>					
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
8	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Mgmt	For	For	For
9	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

Iberdrola SA

Meeting Date: 04/28/2023

Record Date: 04/21/2023

Primary Security ID: E6165F166

Country: Spain

Meeting Type: Annual

Ticker: IBE

Shares Voted: 476,702

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	Amend Preamble and Heading of the Preliminary Title of the Bylaws	Mgmt	For	For	For
6	Amend Articles Re: Corporate Structure of the Iberdrola Group	Mgmt	For	For	For
7	Amend Article 8 Re: Internal Regulations and Compliance System	Mgmt	For	For	For
8	Approve Engagement Dividend	Mgmt	For	For	For

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Allocation of Income and Dividends	Mgmt	For	For	For
10	Approve Scrip Dividends	Mgmt	For	For	For
11	Approve Scrip Dividends	Mgmt	For	For	For
12	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
13	Advisory Vote on Remuneration Report	Mgmt	For	For	For
14	Approve Restricted Stock Plan	Mgmt	For	For	For
15	Reelect Maria Helena Antolin Raybaud as Director	Mgmt	For	For	For
16	Ratify Appointment of and Elect Armando Martinez Martinez as Director	Mgmt	For	For	For
17	Reelect Manuel Moreu Munaiz as Director	Mgmt	For	For	For
18	Reelect Sara de la Rica Goiricelaya as Director	Mgmt	For	For	For
19	Reelect Xabier Sagredo Ormaza as Director	Mgmt	For	For	For
20	Reelect Jose Ignacio Sanchez Galan as Director	Mgmt	For	For	For
21	Fix Number of Directors at 14	Mgmt	For	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Intesa Sanpaolo SpA

Meeting Date: 04/28/2023

Record Date: 04/19/2023

Primary Security ID: T55067101

Country: Italy

Meeting Type: Annual

Ticker: ISP

Shares Voted: 1,415,368

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Approve Remuneration Policy	Mgmt	For	For	For
2b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
2c	Approve Annual Incentive Plan	Mgmt	For	For	For
3a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Merck KGaA

Meeting Date: 04/28/2023	Country: Germany	Ticker: MRK
Record Date: 04/06/2023	Meeting Type: Annual	
Primary Security ID: D5357W103		

Shares Voted: 8,355					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	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 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Pearson Plc

Meeting Date: 04/28/2023	Country: United Kingdom	Ticker: PSON
Record Date: 04/26/2023	Meeting Type: Annual	
Primary Security ID: G69651100		

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 Andy Bird as Director	Mgmt	For	For	For
4	Re-elect Sherry Coutu as Director	Mgmt	For	For	For
5	Re-elect Sally Johnson as Director	Mgmt	For	For	For
6	Re-elect Omid Kordestani as Director	Mgmt	For	For	For
7	Re-elect Esther Lee as Director	Mgmt	For	For	For
8	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For
9	Re-elect Tim Score as Director	Mgmt	For	For	For
10	Re-elect Annette Thomas as Director	Mgmt	For	For	For
11	Re-elect Lincoln Wallen as Director	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The maximum bonus and LTIP opportunities are being increased, resulting in a material uplift of the Executive Directors' quantum that is not accompanied by sufficiently compelling rationale. The increases are expected to apply from FY2023 when the CEO's substantial, one-off Co-Investment Award is yet to complete its vesting schedule.</i>					
13	Approve Remuneration Report	Mgmt	For	For	Against
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 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

Shares Voted: 906,417

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
4	Approve Remuneration Report	Mgmt	For	For	For
5	Re-elect Ann Andersen as Director	Mgmt	For	For	For
6	Re-elect Tim Cobbold as Director	Mgmt	For	For	For
7	Re-elect Jonathan Davis as Director	Mgmt	For	For	For
8	Re-elect Peter Dilnot as Director	Mgmt	For	For	For
9	Re-elect Kiet Huynh as Director	Mgmt	For	For	For
10	Re-elect Karin Meurk-Harvey as Director	Mgmt	For	For	For
11	Re-elect Janice Stipp as Director	Mgmt	For	For	For
12	Elect Dorothy Thompson 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	Approve Sharesave Scheme	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 Market Purchase of Preference Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Swiss Life Holding AG

Meeting Date: 04/28/2023

Record Date:

Primary Security ID: H8404J162

Country: Switzerland

Meeting Type: Annual

Ticker: SLHN

Shares Voted: 588

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 30.00 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 3.9 Million	Mgmt	For	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 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 Monika Buetler as Director	Mgmt	For	For	For
5.4	Reelect Adrienne Fumagalli as Director	Mgmt	For	For	For
5.5	Reelect Ueli Dietiker as Director	Mgmt	For	For	For
5.6	Reelect Damir Filipovic 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 Philomena Colatrella as Director	Mgmt	For	For	For
5.13	Elect Severin Moser as Director	Mgmt	For	For	For
5.14	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
5.15	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	For
5.16	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	For	For
6	Designate Andreas Zuercher as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve CHF 130,800 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.					

Eli Lilly and Company

Meeting Date: 05/01/2023	Country: USA	Ticker: LLY
Record Date: 02/21/2023	Meeting Type: Annual	
Primary Security ID: 532457108		

Shares Voted: 34,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William G. Kaelin, Jr.	Mgmt	For	For	For
1b	Elect Director David A. Ricks	Mgmt	For	For	For
1c	Elect Director Marschall S. Runge	Mgmt	For	For	For
1d	Elect Director Karen Walker	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 Supermajority Vote Requirement	Mgmt	For	For	For
7	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.					
8	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 enhances shareholder rights.					
9	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against
10	Report on Risks of Supporting Abortion	SH	Against	Against	Against
11	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 proposal 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
12	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 Eli Lilly's diversity, equity and inclusion efforts and management of related risks.					
13	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Against	Against	Against

American Express Company

Meeting Date: 05/02/2023	Country: USA	Ticker: AXP
Record Date: 03/06/2023	Meeting Type: Annual	
Primary Security ID: 025816109		

Shares Voted: 99,946

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 John J. Brennan	Mgmt	For	For	For
1c	Elect Director Peter Chernin	Mgmt	For	For	For
1d	Elect Director Walter J. Clayton, III	Mgmt	For	For	For
1e	Elect Director Ralph de la Vega	Mgmt	For	For	For
1f	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1g	Elect Director Deborah P. Majoras	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

American Express Company

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: The increase in CEO pay is primarily driven by a one-time equity award valued by the company at \$15 million. On the positive side, the award requires significant TSR appreciation to vest. However, the sustainment requirement period is relatively short and may reward short-term spikes in share price without long-term sustained share price appreciation. Additionally, although annual LTI awards are predominantly based on rigorous, clearly disclosed goals, there are significant concerns regarding STI program structure and disclosure. The majority of the corporate component is based on goals for which quantified targets are not disclosed. The proxy also does not disclose threshold or maximum goals for any metrics, individual metric weightings, nor sufficient details around the CEO's individual performance component (which was achieved at maximum). In light of the concerns noted above, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The board's severance plan document establishes a reasonable limit on cash severance. However, the proxy does not disclose a policy or requirement that payments in excess of amounts provided under the plan are subject to shareholder approval. Without such a requirement, shareholders do not have adequate assurances that the company's current practice safeguards against excessive severance payments.</i>					
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against

Barrick Gold Corporation

Meeting Date: 05/02/2023	Country: Canada	Ticker: ABX
Record Date: 03/03/2023	Meeting Type: Annual	
Primary Security ID: 067901108		

Shares Voted: 452,260

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 Isela Costantini	Mgmt	For	For	For
1.6	Elect Director J. Michael Evans	Mgmt	For	For	For
1.7	Elect Director Brian L. Greenspun	Mgmt	For	For	For
1.8	Elect Director J. Brett Harvey	Mgmt	For	For	For
1.9	Elect Director Anne Kabagambe	Mgmt	For	For	For
1.10	Elect Director Andrew J. Quinn	Mgmt	For	For	For
1.11	Elect Director Loreto Silva	Mgmt	For	For	For
1.12	Elect Director John L. Thornton	Mgmt	For	For	For

Barrick Gold Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 05/02/2023Country: USATicker: BMY

Record Date: 03/13/2023Meeting Type: Annual

Primary Security ID: 110122108

Shares Voted: 238,541

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 Deepak L. Bhatt	Mgmt	For	For	For
1C	Elect Director Giovanni Caforio	Mgmt	For	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1F	Elect Director Paula A. Price	Mgmt	For	For	For
1G	Elect Director Derica W. Rice	Mgmt	For	For	For
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1I	Elect Director Gerald L. Storch	Mgmt	For	For	For
1J	Elect Director Karen H. Vousden	Mgmt	For	For	For
1K	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Commission a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against	Against

Hexagon AB

Meeting Date: 05/02/2023Country: SwedenTicker: HEXA.B

Record Date: 04/21/2023Meeting Type: Annual

Primary Security ID: W4R431112

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	Designate Inspector(s) of Minutes of Meeting	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			
8.c	Receive the Board's Dividend Proposal	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9.b	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	Mgmt	For	For	Do Not Vote
9.c1	Approve Discharge of Gun Nilsson	Mgmt	For	For	Do Not Vote
9.c2	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	Do Not Vote
9.c3	Approve Discharge of John Brandon	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 Ulrika Francke	Mgmt	For	For	Do Not Vote
9.c6	Approve Discharge of Henrik Henriksson	Mgmt	For	For	Do Not Vote
9.c7	Approve Discharge of Patrick Soderlund	Mgmt	For	For	Do Not Vote
9.c8	Approve Discharge of Brett Watson	Mgmt	For	For	Do Not Vote
9.c9	Approve Discharge of Erik Huggers	Mgmt	For	For	Do Not Vote
9.c10	Approve Discharge of CEO Ola Rollen	Mgmt	For	For	Do Not Vote
10	Determine Number of Members (7) 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
11.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 690,000 for Other Directors	Mgmt	For	For	Do Not Vote
11.2	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
12.1	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Do Not Vote
12.2	Reelect John Brandon as Director	Mgmt	For	For	Do Not Vote
12.3	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	Do Not Vote
12.4	Reelect Ola Rollen as Director	Mgmt	For	Against	Do Not Vote
12.5	Reelect Gun Nilsson as Director	Mgmt	For	Against	Do Not Vote
12.6	Reelect Brett Watson as Director	Mgmt	For	For	Do Not Vote
12.7	Reelect Erik Huggers as Director	Mgmt	For	For	Do Not Vote
12.8	Elect Ola Rollen as Board Chair	Mgmt	For	Against	Do Not Vote
12.9	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	Do Not Vote
13	Reelect Mikael Ekdahl (Chair), Jan Dworsky and Liselott Ledin as Members of Nominating Committee; Elect Brett Watson as New Member of Nominating Committee	Mgmt	For	For	Do Not Vote
14	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
15	Approve Performance Share Program 2023/2026 for Key Employees	Mgmt	For	For	Do Not Vote
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	Do Not Vote
18	Close Meeting	Mgmt			

Knowles Corporation

Meeting Date: 05/02/2023	Country: USA	Ticker: KN
Record Date: 03/10/2023	Meeting Type: Annual	
Primary Security ID: 49926D109		

Shares Voted: 58,476

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Keith Barnes	Mgmt	For	For	For
1b	Elect Director Daniel J. Crowley	Mgmt	For	For	For
1c	Elect Director Hermann Eul	Mgmt	For	For	For
1d	Elect Director Didier Hirsch	Mgmt	For	For	For
1e	Elect Director Ye Jane Li	Mgmt	For	For	For
1f	Elect Director Donald Macleod	Mgmt	For	For	For
1g	Elect Director Jeffrey Niew	Mgmt	For	For	For
1h	Elect Director Cheryl Shavers	Mgmt	For	For	For
1i	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

Public Storage

Meeting Date: 05/02/2023Country: USATicker: PSA

Record Date: 03/13/2023Meeting Type: Annual

Primary Security ID: 74460D109

Shares Voted: 16,092

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 Shankh S. Mitra	Mgmt	For	For	For
1e	Elect Director David J. Neithercut	Mgmt	For	For	For
1f	Elect Director Rebecca Owen	Mgmt	For	For	For
1g	Elect Director Kristy M. Pipes	Mgmt	For	For	For
1h	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1i	Elect Director John Reyes	Mgmt	For	For	For
1j	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	For
1k	Elect Director Tariq M. Shaukat	Mgmt	For	For	For
1l	Elect Director Ronald P. Spogli	Mgmt	For	For	For
1m	Elect Director Paul S. Williams	Mgmt	For	For	For

Public Storage

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	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 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.

Raytheon Technologies Corporation

Meeting Date: 05/02/2023Country: USATicker: RTX

Record Date: 03/07/2023Meeting Type: Annual

Primary Security ID: 75513E101

Shares Voted: 163,617

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 Leanne G. Caret	Mgmt	For	For	For
1c	Elect Director Bernard A. Harris, Jr.	Mgmt	For	For	For
1d	Elect Director Gregory J. Hayes	Mgmt	For	For	For
1e	Elect Director George R. Oliver	Mgmt	For	For	For
1f	Elect Director Robert K. (Kelly) Ortberg	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	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	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

Raytheon Technologies Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Certificate of Incorporation to Eliminate Personal Liability of Officers for Monetary Damages For Breach of Fiduciary Duty as an Officer	Mgmt	For	For	For
7	Require Independent Board Chair	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. While there are no significant performance or governance concerns, the lead director's duties are not considered sufficiently robust. As such, shareholders would benefit from the most robust form of independent oversight in the form of an independent chair.					
8	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure on the company's efforts to reduce greenhouse gas emissions.					

Air Liquide SA

Meeting Date: 05/03/2023Country: FranceTicker: AI

Record Date: 04/28/2023Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 35,906

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 2.95 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Elect Catherine Guillouard as Director	Mgmt	For	For	For
6	Elect Christina Law as Director	Mgmt	For	For	For
7	Elect Alexis Perakis-Valat as Director	Mgmt	For	For	For
8	Elect Michael H. Thaman as Director	Mgmt	For	For	For
9	Ratify Appointment of Monica de Virgiliis as Director	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	For	For	For
12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	For	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
18	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	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	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Barclays PLC

Meeting Date: 05/03/2023

Country: United Kingdom

Ticker: BARC

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: G08036124

Shares Voted: 23,060,699

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 Marc Moses as Director	Mgmt	For	For	For
5	Re-elect Robert Berry as Director	Mgmt	For	For	For

Barclays PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Tim Breedon as Director	Mgmt	For	For	For
7	Re-elect Anna Cross 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 Coimbatore Venkatakrishnan as Director	Mgmt	For	For	For
16	Re-elect Julia Wilson as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Board 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 Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	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

General Electric Company

Meeting Date: 05/03/2023	Country: USA	Ticker: GE
Record Date: 03/07/2023	Meeting Type: Annual	
Primary Security ID: 369604301		

General Electric Company

Shares Voted: 92,923

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 H. Lawrence Culp, Jr.	Mgmt	For	For	For
1d	Elect Director Edward Garden	Mgmt	For	For	For
1e	Elect Director Isabella Goren	Mgmt	For	For	For
1f	Elect Director Thomas Horton	Mgmt	For	For	For
1g	Elect Director Catherine Lesjak	Mgmt	For	For	For
1h	Elect Director Darren McDew	Mgmt	For	For	For
1i	Elect Director Paula Rosput Reynolds	Mgmt	For	For	For
1j	Elect Director Jessica Uhl	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chairman	SH	Against	Against	Against
6	Hire Investment Bank to Explore Sale of Company	SH	Against	Against	Against
7	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against
8	Issue Audited Report on Impact of IEA Net-Zero Emissions by 2050 Scenario	SH	Against	Against	Against

Gilead Sciences, Inc.

Meeting Date: 05/03/2023Country: USATicker: GILD

Record Date: 03/15/2023Meeting Type: Annual

Primary Security ID: 375558103

Shares Voted: 52,836

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

Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Require More Director Nominations Than Open Seats	SH	Against	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against

GSK Plc

Meeting Date: 05/03/2023

Country: United Kingdom

Ticker: GSK

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: G3910J179

Shares Voted: 7,590,778

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 Julie Brown as Director	Mgmt	For	For	For
4	Elect Vishal Sikka as Director	Mgmt	For	For	For
5	Elect Elizabeth McKee Anderson 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 Hal Barron as Director	Mgmt	For	For	For
10	Re-elect Anne Beal as Director	Mgmt	For	For	For
11	Re-elect Harry Dietz as Director	Mgmt	For	For	For
12	Re-elect Jesse Goodman as Director	Mgmt	For	For	For
13	Re-elect Urs Rohner as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Amendments to the Remuneration Policy	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	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

International Flavors & Fragrances Inc.

Meeting Date: 05/03/2023

Record Date: 03/08/2023

Primary Security ID: 459506101

Country: USA

Meeting Type: Annual

Ticker: IFF

Shares Voted: 118,980

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 Barry A. Bruno	Mgmt	For	For	For
1c	Elect Director Frank K. Clyburn, Jr.	Mgmt	For	For	For
1d	Elect Director Mark J. Costa	Mgmt	For	For	For
1e	Elect Director Carol Anthony (John) Davidson	Mgmt	For	For	For
1f	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1g	Elect Director John F. Ferraro	Mgmt	For	For	For
1h	Elect Director Christina Gold	Mgmt	For	For	For
1i	Elect Director Gary Hu	Mgmt	For	For	For
1j	Elect Director Kevin O'Byrne	Mgmt	For	For	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	For	For

International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Investor AB

Meeting Date: 05/03/2023	Country: Sweden	Ticker: INVE.B
Record Date: 04/24/2023	Meeting 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 Sven Nyman	Mgmt	For	For	Do Not Vote
10.G	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For	Do Not Vote

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.H	Approve Discharge of Hans Straberg	Mgmt	For	For	Do Not Vote
10.I	Approve Discharge of Jacob Wallenberg	Mgmt	For	For	Do Not Vote
10.J	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	Do Not Vote
10.K	Approve Discharge of Sara Ohrvall	Mgmt	For	For	Do Not Vote
11	Approve Allocation of Income and Dividends of SEK 4.40 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
13.A	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chairman, SEK 1.8 Million for Vice Chairman and SEK 850,000 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	Reelect Sara Ohrvall as Director	Mgmt	For	Against	Do Not Vote
15	Reelect Jacob Wallenberg as Board Chair	Mgmt	For	Against	Do Not Vote
16	Ratify Deloitte as Auditor	Mgmt	For	For	Do Not Vote
17.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	Mgmt	For	For	Do Not Vote

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17.B	Approve Performance Share Matching Plan (LTVR) for Employees within 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			

Mercedes-Benz Group AG

Meeting Date: 05/03/2023Country: GermanyTicker: MBG

Record Date: 04/28/2023Meeting Type: Annual

Primary Security ID: D1668R123

Shares Voted: 49,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2024 Interim Financial Statements until the 2024 AGM	Mgmt	For	For	For
5.3	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements after the 2024 AGM	Mgmt	For	For	For
6	Elect Stefan Pierer 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
10	Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For

Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Moderna, Inc.

Meeting Date: 05/03/2023	Country: USA	Ticker: MRNA
Record Date: 03/08/2023	Meeting Type: Annual	
Primary Security ID: 60770K107		

Shares Voted: 54,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stephen Berenson	Mgmt	For	For	For
1.2	Elect Director Sandra Horning	Mgmt	For	For	For
1.3	Elect Director Paul Sagan	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent governance committee member Paul Sagan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
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 Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	SH	Against	Against	Against

PepsiCo, Inc.

Meeting Date: 05/03/2023	Country: USA	Ticker: PEP
Record Date: 03/01/2023	Meeting Type: Annual	
Primary Security ID: 713448108		

Shares Voted: 143,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Jennifer Bailey	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 Susan M. Diamond	Mgmt	For	For	For

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Dina Dublon	Mgmt	For	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For
1k	Elect Director David C. Page	Mgmt	For	For	For
1l	Elect Director Robert C. Pohlاد	Mgmt	For	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	For	For
1n	Elect Director Darren Walker	Mgmt	For	For	For
1o	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against	Against
7	Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Against	Against	Against
8	Publish Annual Congruency Report on Net-Zero Emissions Policy	SH	Against	Against	Against

Reckitt Benckiser Group Plc

Meeting Date: 05/03/2023

Record Date: 04/28/2023

Primary Security ID: G74079107

Country: United Kingdom

Meeting Type: Annual

Ticker: RKT

Shares Voted: 664,648

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 Bonfield as Director	Mgmt	For	For	For
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For	For
6	Re-elect Jeff Carr as Director	Mgmt	For	For	For
7	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
8	Re-elect Nicandro Durante as Director	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Mary Harris as Director	Mgmt	For	For	For
10	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
11	Re-elect Pam Kirby as Director	Mgmt	For	For	For
12	Re-elect Chris Sinclair as Director	Mgmt	For	For	For
13	Re-elect Elane Stock as Director	Mgmt	For	For	For
14	Re-elect Alan Stewart as Director	Mgmt	For	For	For
15	Elect Jeremy Darroch as Director	Mgmt	For	For	For
16	Elect Tamara Ingram 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

Revnance Therapeutics, Inc.

Meeting Date: 05/03/2023

Record Date: 03/10/2023

Primary Security ID: 761330109

Country: USA

Meeting Type: Annual

Ticker: RVNC

Shares Voted: 213,051

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jill Beraud	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Jill Beraud and Carey Kolaja 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. A vote FOR Vladimir (Vlad) Coric is warranted.					
1.2	Elect Director Carey O'Connor Kolaja	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Jill Beraud and Carey Kolaja 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. A vote FOR Vladimir (Vlad) Coric is warranted.					
1.3	Elect Director Vlad Coric	Mgmt	For	For	For

Revance Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 05/03/2023Country: USATicker: SPGI

Record Date: 03/13/2023Meeting Type: Annual

Primary Security ID: 78409V104

Shares Voted: 8,457

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 Richard E. Thornburgh	Mgmt	For	For	For
1.13	Elect Director Gregory Washington	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

Standard Chartered Plc

Meeting Date: 05/03/2023Country: United KingdomTicker: STAN

Record Date: 05/01/2023Meeting Type: Annual

Primary Security ID: G84228157

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 Jackie Hunt as Director	Mgmt	For	For	For
5	Elect Linda Yueh as Director	Mgmt	For	For	For
6	Re-elect Shirish Apte as Director	Mgmt	For	For	For
7	Re-elect David Conner as Director	Mgmt	For	For	For
8	Re-elect Andy Halford as Director	Mgmt	For	For	For
9	Re-elect Gay Huey Evans as Director	Mgmt	For	For	For
10	Re-elect Robin Lawther as Director	Mgmt	For	For	For
11	Re-elect Maria Ramos as Director	Mgmt	For	For	For
12	Re-elect Phil Rivett as Director	Mgmt	For	For	For
13	Re-elect David Tang as Director	Mgmt	For	For	For
14	Re-elect Carlson Tong as Director	Mgmt	For	For	For
15	Re-elect Jose Vinals as Director	Mgmt	For	For	For
16	Re-elect Bill Winters as Director	Mgmt	For	For	For
17	Reappoint Ernst & Young 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 Board to Offer Scrip Dividend	Mgmt	For	For	For
21	Approve Sharesave Plan	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	Adopt New Articles of Association	Mgmt	For	For	For

Tritax Big Box REIT Plc

Meeting Date: 05/03/2023

Country: United Kingdom

Ticker: BBOX

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: G9101W101

Shares Voted: 1,817,826

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	Re-elect Wu Gang as Director	Mgmt	For	For	For
8	Re-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	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

Tritax Big Box REIT 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

Unilever Plc

Meeting Date: 05/03/2023

Record Date: 05/01/2023

Primary Security ID: G92087165

Country: United Kingdom

Meeting Type: Annual

Ticker: ULVR

Shares Voted: 4,125,671

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	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The incoming CEO's salary has been set higher than his predecessor's and is significantly higher than his current salary at Royal FrieslandCampina, and UK market peers. The Company has not provided compelling justification for this remuneration package.					
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 Adrian Hennah as Director	Mgmt	For	For	For
6	Re-elect Alan Jope as Director	Mgmt	For	For	For
7	Re-elect Andrea Jung as Director	Mgmt	For	For	For
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For
10	Re-elect Strive Masiyiwa as Director	Mgmt	For	For	For
11	Re-elect Youngme Moon as Director	Mgmt	For	For	For
12	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For
13	Re-elect Feike Sijbesma as Director	Mgmt	For	For	For
14	Elect Nelson Peltz as Director	Mgmt	For	For	For
15	Elect Hein Schumacher 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 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

Unilever 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

Allianz SE

Meeting Date: 05/04/2023

Country: Germany

Ticker: ALV

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: D03080112

Shares Voted: 3,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11.40 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2022	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	Mgmt	For	For	For
3.11	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	Mgmt	For	For	For
5	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
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
10	Amend Article Re: Location of Annual Meeting	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 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11.40 per Share	Mgmt	For	For	
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	Mgmt	For	For	
3.2	Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	Mgmt	For	For	
3.3	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	Mgmt	For	For	
3.4	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	Mgmt	For	For	
3.5	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	Mgmt	For	For	
3.6	Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	Mgmt	For	For	
3.7	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2022	Mgmt	For	For	
3.8	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	Mgmt	For	For	
3.9	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	Mgmt	For	For	
3.10	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	Mgmt	For	For	
3.11	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	Mgmt	For	For	
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	Mgmt	For	For	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	Mgmt	For	For	
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	Mgmt	For	For	
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	Mgmt	For	For	
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	Mgmt	For	For	
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	Mgmt	For	For	
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	For	
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2022	Mgmt	For	For	
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	Mgmt	For	For	
4.10	Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	Mgmt	For	For	
4.11	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	Mgmt	For	For	
4.12	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	Mgmt	For	For	
4.13	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	Mgmt	For	For	
4.14	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	Mgmt	For	For	
5	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	
6	Approve Remuneration Report	Mgmt	For	For	
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	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	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	

Aviva Plc

Meeting Date: 05/04/2023	Country: United Kingdom	Ticker: AV
Record Date: 05/02/2023	Meeting Type: Annual	
Primary Security ID: G0683Q158		

Shares Voted: 3,189,406

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 Mike Craston as Director	Mgmt	For	For	For
6	Elect Charlotte Jones as Director	Mgmt	For	For	For
7	Re-elect Amanda Blanc as Director	Mgmt	For	For	For
8	Re-elect Andrea Blance as Director	Mgmt	For	For	For
9	Re-elect George Culmer as Director	Mgmt	For	For	For
10	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
11	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For	For
12	Re-elect Mohit Joshi as Director	Mgmt	For	For	For
13	Re-elect Pippa Lambert as Director	Mgmt	For	For	For
14	Re-elect Jim McConville as Director	Mgmt	For	For	For
15	Re-elect Michael Mire as Director	Mgmt	For	For	For
16	Re-elect Martin Strobel as Director	Mgmt	For	For	For
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
18	Authorise 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

Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For
27	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Aviva Plc

Meeting Date: 05/04/2023

Record Date: 05/02/2023

Primary Security ID: G0683Q158

Country: United Kingdom

Meeting Type: Special

Ticker: AV

Shares Voted: 6,239,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reduction of the Share Premium Account	Mgmt	For	For	For
2	Approve Reduction of Capital Redemption Reserve	Mgmt	For	For	For

BAE Systems Plc

Meeting Date: 05/04/2023

Record Date: 05/02/2023

Primary Security ID: G06940103

Country: United Kingdom

Meeting Type: Annual

Ticker: BA

Shares Voted: 3,963,392

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

BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For
6	Re-elect Thomas Arseneault as Director	Mgmt	For	For	For
7	Re-elect Crystal Ashby as Director	Mgmt	For	For	For
8	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
9	Re-elect Bradley Greve as Director	Mgmt	For	For	For
10	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
11	Re-elect Christopher Grigg as Director	Mgmt	For	For	For
12	Re-elect Ewan Kirk as Director	Mgmt	For	For	For
13	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
14	Re-elect Nicole Piasecki as Director	Mgmt	For	For	For
15	Re-elect Charles Woodburn as Director	Mgmt	For	For	For
16	Elect Cressida Hogg as Director	Mgmt	For	For	For
17	Elect Lord Sedwill as Director	Mgmt	For	For	For
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Approve Long-Term Incentive Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise 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

Boston Scientific Corporation

Meeting Date: 05/04/2023

Record Date: 03/10/2023

Primary Security ID: 101137107

Country: USA

Meeting Type: Annual

Ticker: BSX

Shares Voted: 161,631

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

Boston Scientific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1e	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1f	Elect Director David J. Roux	Mgmt	For	For	For
1g	Elect Director John E. Sununu	Mgmt	For	For	For
1h	Elect Director David S. Wichmann	Mgmt	For	For	For
1i	Elect Director Ellen M. Zane	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

CME Group Inc.

Meeting Date: 05/04/2023	Country: USA	Ticker: CME
Record Date: 03/06/2023	Meeting Type: Annual	
Primary Security ID: 12572Q105		

Shares Voted: 25,481

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 Kathryn Benesh	Mgmt	For	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.					
1d	Elect Director Charles P. Carey	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.					
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	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	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.					
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Phyllis M. Lockett	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.					
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1m	Elect Director Terry L. Savage	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.					
1n	Elect Director Rahael Seifu	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Timothy Bitsberger, Charles Carey, Daniel Glickman, Terry Savage, and Rahael Seifu is warranted due to the committee's limited responsiveness to last year's failed say-on-pay vote. A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR all other director nominees is warranted.					
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
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following a failed say-on-pay vote last year, the compensation committee demonstrated only a limited degree of responsiveness to shareholder concerns. In addition, an unmitigated pay-for-performance misalignment persisted in FY22. The CEO's total pay remained elevated largely due to a significant base salary increase, which is significantly higher than the median salary of peer CEOs. This base salary had the effect of also increasing his annual and long-term incentives that are targeted to a percentage of base salary. Further, although annual and long-term incentives are significantly performance-based, concern remains that the relative TSR metric under the long-term incentive program targets merely median performance and the proxy does not disclose a vesting cap if absolute TSR is negative.					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Deutsche Post AG

Meeting Date: 05/04/2023Country: GermanyTicker: DPW

Record Date: 04/28/2023Meeting Type: Annual

Primary Security ID: D19225107

Shares Voted: 78,640

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Elect Katrin Suder to the Supervisory Board	Mgmt	For	For	For
5.2	Reelect Mario Daberkow to the Supervisory Board	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9.1	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Domino's Pizza Group Plc

Meeting Date: 05/04/2023	Country: United Kingdom	Ticker: DOM
Record Date: 05/02/2023	Meeting Type: Annual	
Primary Security ID: G28113101		

Shares Voted: 402,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
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 Elias Diaz Sese as Director	Mgmt	For	For	For
8	Re-elect Usman Nabi as Director	Mgmt	For	For	For
9	Re-elect Lynn Fordham as Director	Mgmt	For	For	For
10	Re-elect Natalia Barseguyan as Director	Mgmt	For	For	For
11	Re-elect Stella David as Director	Mgmt	For	For	For
12	Elect Tracy Corrigan as Director	Mgmt	For	For	For

Domino's Pizza Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Elect Edward Jamieson as Director	Mgmt	For	For	For
14	Approve Remuneration Report	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 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

Duke Energy Corporation

Meeting Date: 05/04/2023

Country: USA

Ticker: DUK

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 26441C204

Shares Voted: 60,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Derrick Burks	Mgmt	For	For	For
1b	Elect Director Annette K. Clayton	Mgmt	For	For	For
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Caroline Dorsa	Mgmt	For	For	For
1f	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1g	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
1h	Elect Director Lynn J. Good	Mgmt	For	For	For
1i	Elect Director John T. Herron	Mgmt	For	For	For
1j	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1k	Elect Director E. Marie McKee	Mgmt	For	For	For
1l	Elect Director Michael J. Pacilio	Mgmt	For	For	For
1m	Elect Director Thomas E. Skains	Mgmt	For	For	For
1n	Elect Director William E. Webster, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Duke Energy 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	None	For	For
7	Create a Committee to Evaluate Decarbonization Risk	SH	Against	Against	Against

Hammerson Plc

Meeting Date: 05/04/2023Country: United KingdomTicker: HMSO

Record Date: 05/02/2023Meeting Type: Annual

Primary Security ID: G4273Q164

Shares Voted: 23,831,171

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
4	Re-elect Habib Annous as Director	Mgmt	For	For	For
5	Re-elect Meka Brunel as Director	Mgmt	For	For	For
6	Re-elect Mike Butterworth as Director	Mgmt	For	For	For
7	Re-elect Rita-Rose Gagne as Director	Mgmt	For	For	For
8	Re-elect Adam Metz as Director	Mgmt	For	For	For
9	Re-elect Robert Noel as Director	Mgmt	For	For	For
10	Re-elect Himanshu Raja as Director	Mgmt	For	For	For
11	Re-elect Carol Welch as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers 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

Hammerson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
18	Elect Nick Hughes, a Shareholder Nominee to the Board	SH	Against	Against	Against
19	Elect Craig Tate, a Shareholder Nominee to the Board	SH	Against	Against	Against

IMI Plc

Meeting Date: 05/04/2023

Record Date: 05/02/2023

Primary Security ID: G47152114

Country: United Kingdom

Meeting Type: Annual

Ticker: IMI

Shares Voted: 810,076

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	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 Issue of Equity	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
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

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

Meeting Date: 05/04/2023	Country: United Kingdom	Ticker: ITV
Record Date: 05/02/2023	Meeting Type: Annual	
Primary Security ID: G4984A110		

Shares Voted: 11,699,435

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 Salman Amin as Director	Mgmt	For	For	For
5	Re-elect Edward Carter as Director	Mgmt	For	For	For
6	Re-elect Graham Cooke as Director	Mgmt	For	For	For
7	Elect Andrew Cosslett as Director	Mgmt	For	For	For
8	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
9	Elect Gidon Katz 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Approve Sharesave Plan	Mgmt	For	For	For

KBC Group SA/NV

Meeting Date: 05/04/2023

Record Date: 04/20/2023

Primary Security ID: B5337G162

Country: Belgium

Meeting Type: Annual

Ticker: KBC

Shares Voted: 31,721

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 4 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditors	Mgmt	For	For	For
8	Approve Auditors' Remuneration	Mgmt	For	For	For
9.1	Reelect Koenraad Debackere as Independent Director	Mgmt	For	For	For
9.2	Reelect Alain Bostoen as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR Koenraad Debackere 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 elections of Alain Bostoen, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.					
9.3	Reelect Franky Depickere as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR Koenraad Debackere 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 elections of Alain Bostoen, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.					

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.4	Reelect Frank Donck as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR Koenraad Debackere 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 elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.					
9.5	Elect Marc De Ceuster as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR Koenraad Debackere 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 elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.					
9.6	Elect Raf Sels as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR Koenraad Debackere 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 elections of Alain Bostoën, Marc De Ceuster, Franky Depickere, Frank Donck and Raf Sels is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. A vote AGAINST Marc De Ceuster is also warranted because he is chairman of the audit committee as a non-independent director. A vote AGAINST Frank Donck is also warranted because he is considered overboarded.					
10	Transact Other Business	Mgmt			

KBC Group SA/NV

Meeting Date: 05/04/2023

Record Date: 04/20/2023

Primary Security ID: B5337G162

Country: Belgium

Meeting Type: Extraordinary Shareholders

Ticker: KBC

Shares Voted: 31,721					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary General Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: Article 7:199 of the Belgian Companies and Associations Code	Mgmt			
2.1	Authorization to Increase Share Capital within the Framework of Authorized Capital Without Preemptive Rights	Mgmt	For	For	For
2.2	Approve Issuance of Shares with Preemptive Rights	Mgmt	For	For	For
3	Amend Article 7 Re: Insert Transitional Provision	Mgmt	For	For	For
4	Amend Article 8 Re: Allocation of Share Premiums	Mgmt	For	For	For
5	Authorize Cancellation of Treasury Shares	Mgmt	For	For	For

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Article 17 Re: Signing of Reports Recording the Decisions of the Board of Directors	Mgmt	For	For	For
7	Amend Article 20 Re: Powers of the Executive Committee	Mgmt	For	For	For
8	Amend Article 23 Re: Deletion of Transitional Provision	Mgmt	For	For	For
9	Approve Coordination of the Articles of Association and Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
10	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For
11	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Moneysupermarket.com Group Plc

Meeting Date: 05/04/2023

Record Date: 05/02/2023

Primary Security ID: G6258H101

Country: United Kingdom

Meeting Type: Annual

Ticker: MONY

Shares Voted: 1,429,144

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 Restricted Share Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Robin Freestone as Director	Mgmt	For	For	For
7	Re-elect Peter Duffy as Director	Mgmt	For	For	For
8	Re-elect Sarah Warby as Director	Mgmt	For	For	For
9	Re-elect Caroline Britton as Director	Mgmt	For	For	For
10	Re-elect Lesley Jones as Director	Mgmt	For	For	For
11	Elect Rakesh Sharma as Director	Mgmt	For	For	For
12	Elect Niall McBride as Director	Mgmt	For	For	For
13	Reappoint KPMG 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

Moneysupermarket.com Group 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

Phoenix Group Holdings Plc

Meeting Date: 05/04/2023Country: United KingdomTicker: PHNX

Record Date: 05/02/2023Meeting Type: Annual

Primary Security ID: G7S8MZ109

Shares Voted: 242,618

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Alastair Barbour as Director	Mgmt	For	For	For
6	Re-elect Andy Briggs as Director	Mgmt	For	For	For
7	Elect Stephanie Bruce as Director	Mgmt	For	For	For
8	Re-elect Karen Green as Director	Mgmt	For	For	For
9	Elect Mark Gregory as Director	Mgmt	For	For	For
10	Re-elect Hiroyuki Iioka as Director	Mgmt	For	For	For
11	Re-elect Katie Murray as Director	Mgmt	For	For	For
12	Re-elect John Pollock as Director	Mgmt	For	For	For
13	Re-elect Belinda Richards as Director	Mgmt	For	For	For
14	Elect Maggie Semple as Director	Mgmt	For	For	For
15	Re-elect Nicholas Shott as Director	Mgmt	For	For	For
16	Re-elect Kory Sorenson as Director	Mgmt	For	For	For
17	Re-elect Rakesh Thakrar as Director	Mgmt	For	For	For
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For

Phoenix Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Board to Fix Remuneration of Auditors	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	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
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

Prologis, Inc.

Meeting Date: 05/04/2023	Country: USA	Ticker: PLD
Record Date: 03/07/2023	Meeting Type: Annual	
Primary Security ID: 74340W103		

Shares Voted: 67,931					
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 James B. Connor	Mgmt	For	For	For
1d	Elect Director George L. Fotiades	Mgmt	For	For	For
1e	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1g	Elect Director Avid Modjtabai	Mgmt	For	For	For
1h	Elect Director David P. O'Connor	Mgmt	For	For	For
1i	Elect Director Olivier Piani	Mgmt	For	For	For
1j	Elect Director Jeffrey L. Skelton	Mgmt	For	For	For
1k	Elect Director Carl B. Webb	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 annual and long-term incentives are substantially performance-based, significant concerns remain with the overall complexity of the long-term incentive programs, the skyrocketing value of outperformance awards for the CEO and other NEOs, and the rigor of LTI and POP goals. In addition to resulting in a large jump in total performance year pay in FY22, the multiple long-term incentive vehicles and issues surrounding grant timing make it difficult for investors to determine and accurately compare pay year-over-year. Further, investors may not consider relative LTI and POP goals set at one percentage point above the index to be particularly rigorous. Given these concerns, the quantitative pay-for-performance misalignment for the year under review is not mitigated.

Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Rathbones Group Plc

Meeting Date: 05/04/2023

Record Date: 05/02/2023

Primary Security ID: G73904107

Country: United Kingdom

Meeting Type: Annual

Ticker: RAT

Shares Voted: 550,975

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 Iain Cummings as Director	Mgmt	For	For	For
8	Re-elect Terri Duhon as Director	Mgmt	For	For	For
9	Re-elect Sarah Gentleman as Director	Mgmt	For	For	For
10	Re-elect Dharmash Mistry 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 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

Meeting Date: 05/04/2023	Country: Germany	Ticker: RWE
Record Date: 04/12/2023	Meeting Type: Annual	
Primary Security ID: D6629K109		

Shares Voted: 63,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2022	Mgmt	For	For	For
5	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
6	Ratify Deloitte GmbH as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	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	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Billion; Approve Creation of EUR 190.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Creation of EUR 380.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For

Meeting Date: 05/04/2023

Country: France

Ticker: SU

Record Date: 05/02/2023

Meeting Type: Annual/Special

Primary Security ID: F86921107

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 Treatment of Losses and Dividends of EUR 3.15 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 Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted * Jean-Pascal Tricoire is entitled to post mandate vesting of ongoing LTIP plans (2021 and 2022) without any prorata temporis. * There is a compensation effect between performance conditions of the 2020 LTIP plan, which, even limited, has for effect to erase partially the impact of Covid19 for FY20.</i>					
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	For	For	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Reelect Leo Apotheker as Director	Mgmt	For	For	For
13	Reelect Gregory Spierkel as Director	Mgmt	For	For	For
14	Reelect Lip-Bu Tan as Director	Mgmt	For	For	For
15	Elect Abhay Parasnis as Director	Mgmt	For	For	For
16	Elect Giulia Chierchia as Director	Mgmt	For	For	For
17	Approve Company's Climate Transition Plan	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 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 Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
28	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Simon Property Group, Inc.

Meeting Date: 05/04/2023	Country: USA	Ticker: SPG
Record Date: 03/15/2023	Meeting Type: Annual	
Primary Security ID: 828806109		

Shares Voted: 41,482

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Glyn F. Aeppel	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aeppel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.					

Simon Property Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1B	Elect Director Larry C. Glasscock	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>					
1C	Elect Director Allan Hubbard	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>					
1D	Elect Director Reuben S. Leibowitz	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>					
1E	Elect Director Randall J. Lewis	Mgmt	For	For	For
1F	Elect Director Gary M. Rodkin	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>					
1G	Elect Director Peggy Fang Roe	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST compensation committee chair Reuben Leibowitz is warranted for poor stewardship of the executive pay program demonstrated by an egregious pay action. A vote AGAINST governance committee members, which includes Larry Glasscock, Glyn Aepfel, Allan Hubbard, Gary Rodkin, and Fang (Peggy) Roe, is warranted due to the company maintaining a multi-class share structure with disparate director election rights, which is not subject to reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>					
1H	Elect Director Stefan M. Selig	Mgmt	For	For	For
1I	Elect Director Daniel C. Smith	Mgmt	For	For	For
1J	Elect Director Marta R. Stewart	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment exists for the year under review and mitigating factors could not be identified. The sharp increase in CEO pay was driven by a sizable, off-cycle discretionary cash bonus that lacks any performance- or time-vesting criteria. The structure of this sizable cash award is contrary to a pay-for-performance philosophy and the proxy lacks clear disclosure of the committee's rationale for the structure and magnitude of the award. Additionally, although the STI pool funding is tied to pre-set targets and a majority of LTIs are tied to performance goals, the proxy lacks disclosure of how performance translates into bonus pool funding levels, actual STI payouts are ultimately discretionary, and the proxy does not disclose forward-looking LTI goals.</i>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Spirent Communications Plc

Meeting Date: 05/04/2023	Country: United Kingdom	Ticker: SPT
Record Date: 05/02/2023	Meeting Type: Annual	
Primary Security ID: G83562101		

Shares Voted: 3,194,970

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 warranted: * The CEO's base salary has been increased by 15% for FY2023, driven by a benchmarking exercise that is heavily populated with US peers. The increase will materially increase total pay opportunity due to the multiplier effect on other elements of pay and is not considered to be accompanied by sufficiently compelling rationale.					
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paula Bell as Director	Mgmt	For	For	For
5	Re-elect Maggie Buggie 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 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 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

United Parcel Service, Inc.

Meeting Date: 05/04/2023	Country: USA	Ticker: UPS
Record Date: 03/09/2023	Meeting Type: Annual	
Primary Security ID: 911312106		

Shares Voted: 40,754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For	For

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Rodney Adkins	Mgmt	For	For	For
1c	Elect Director Eva Boratto	Mgmt	For	For	For
1d	Elect Director Michael Burns	Mgmt	For	For	For
1e	Elect Director Wayne Hewett	Mgmt	For	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For	For
1g	Elect Director Kate Johnson	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
1h	Elect Director William Johnson	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
1i	Elect Director Franck Moison	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
1j	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1k	Elect Director Russell Stokes	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
1l	Elect Director Kevin Warsh	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	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.					
6	Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	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 Integrating GHG Emissions Reductions Targets into Executive Compensation	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because this request is not considered burdensome and there is some ambiguity around how and whether the company's executive compensation strategy includes climate goals.					

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Just Transition	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted to provide shareholders with disclosure on how the company is assessing and mitigating related risks					
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Against	Against
10	Oversee and Report a Civil Rights Audit	SH	Against	Against	Against
11	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	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.					

AbbVie Inc.

Meeting Date: 05/05/2023	Country: USA	Ticker: ABBV
Record Date: 03/06/2023	Meeting Type: Annual	
Primary Security ID: 00287Y109		

Shares Voted: 156,259

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 Melody B. Meyer	Mgmt	For	For	For
1.3	Elect Director Frederick H. Waddell	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	Adopt Simple Majority Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.					
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against	Against
7	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 payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.					
8	Report on Impact of Extended Patent Exclusivities on Product Access	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 anti-competitive practices.					

Meeting Date: 05/05/2023	Country: Switzerland	Ticker: ALC
Record Date:	Meeting Type: Annual	
Primary Security ID: H01301128		

Shares Voted: 36,411

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 0.21 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 3.9 Million	Mgmt	For	For	For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 41.9 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 Raquel Bono as Director	Mgmt	For	For	For
5.4	Reelect Arthur Cummings as Director	Mgmt	For	For	For
5.5	Reelect David Endicott as Director	Mgmt	For	For	For
5.6	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
5.7	Reelect Keith Grossman as Director	Mgmt	For	For	For
5.8	Reelect Scott Maw as Director	Mgmt	For	For	For
5.9	Reelect Karen May as Director	Mgmt	For	For	For
5.10	Reelect Ines Poeschel as Director	Mgmt	For	For	For
5.11	Reelect Dieter Spaelti as Director	Mgmt	For	For	For
6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
7	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.2	Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For	For
9.3	Amend Articles Re: Conversion of Shares; Subscription Rights	Mgmt	For	For	For
9.4	Amend Articles Re: General Meetings	Mgmt	For	For	For
9.5	Amend Articles Re: Board Meetings; Powers of the Board of Directors	Mgmt	For	For	For
9.6	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	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.					

Dover Corporation

Meeting Date: 05/05/2023	Country: USA	Ticker: DOV
Record Date: 03/08/2023	Meeting Type: Annual	
Primary Security ID: 260003108		

Shares Voted: 42,048

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 Michael Manley	Mgmt	For	For	For
1f	Elect Director Eric A. Spiegel	Mgmt	For	For	For
1g	Elect Director Richard J. Tobin	Mgmt	For	For	For
1h	Elect Director Stephen M. Todd	Mgmt	For	For	For
1i	Elect Director Keith E. Wandell	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

Dover Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

HSBC Holdings Plc

Meeting Date: 05/05/2023

Country: United Kingdom

Ticker: HSBA

Record Date: 05/04/2023

Meeting Type: Annual

Primary Security ID: G4634U169

Shares Voted: 25,401,228

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
3a	Elect Geraldine Buckingham as Director	Mgmt	For	For	For
3b	Elect Georges Elhedery as Director	Mgmt	For	For	For
3c	Elect Kalpana Morparia as Director	Mgmt	For	For	For
3d	Re-elect Rachel Duan as Director	Mgmt	For	For	For
3e	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
3f	Re-elect James Forese as Director	Mgmt	For	For	For
3g	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
3h	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For
3i	Re-elect Eileen Murray as Director	Mgmt	For	For	For
3j	Re-elect David Nish as Director	Mgmt	For	For	For
3k	Re-elect Noel Quinn as Director	Mgmt	For	For	For
3l	Re-elect Mark Tucker as Director	Mgmt	For	For	For
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise UK Political Donations and Expenditure	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

HSBC Holdings 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 Directors to Allot Any Repurchased Shares	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Approve Share Repurchase Contract	Mgmt	For	For	For
13	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
16	Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	SH	Against	Against	Against
17	Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	SH	Against	Against	Against
18	Devise and Implement a Long-Term and Stable Dividend Policy	SH	Against	Against	Against

Illinois Tool Works Inc.

Meeting Date: 05/05/2023	Country: USA	Ticker: ITW
Record Date: 03/06/2023	Meeting Type: Annual	
Primary Security ID: 452308109		

Shares Voted: 24,576					
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 Darell L. Ford	Mgmt	For	For	For
1d	Elect Director Kelly J. Grier	Mgmt	For	For	For
1e	Elect Director James W. Griffith	Mgmt	For	For	For
1f	Elect Director Jay L. Henderson	Mgmt	For	For	For
1g	Elect Director Richard H. Lenny	Mgmt	For	For	For

Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director E. Scott Santi	Mgmt	For	For	For
1i	Elect Director David B. Smith, Jr.	Mgmt	For	For	For
1j	Elect Director Pamela B. Strobel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

InterContinental Hotels Group Plc

Meeting Date: 05/05/2023Country: United KingdomTicker: IHG

Record Date: 05/03/2023Meeting Type: Annual

Primary Security ID: G4804L163

Shares Voted: 410,158

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 because: * The maximum LTIP opportunities are being increased, resulting in a material uplift of the Executive Directors' quantum that is not accompanied by sufficiently compelling rationale.					
3	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The Company applied discretion to adjust the cash flow metric of the vesting FY2020 LTIP, which would otherwise still payout, leading to a 7.2% increase in outcome.					
4	Approve Final Dividend	Mgmt	For	For	For
5a	Elect Michael Glover as Director	Mgmt	For	For	For
5b	Elect Byron Grote as Director	Mgmt	For	For	For
5c	Elect Deanna Oppenheimer as Director	Mgmt	For	For	For
5d	Re-elect Graham Allan as Director	Mgmt	For	For	For
5e	Re-elect Keith Barr as Director	Mgmt	For	For	For
5f	Re-elect Daniela Barone Soares as Director	Mgmt	For	For	For
5g	Re-elect Arthur de Haast as Director	Mgmt	For	For	For
5h	Re-elect Duriya Farooqui as Director	Mgmt	For	For	For
5i	Re-elect Jo Harlow as Director	Mgmt	For	For	For
5j	Re-elect Elie Maalouf as Director	Mgmt	For	For	For
5k	Re-elect Sharon Rothstein as Director	Mgmt	For	For	For

InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
9	Approve Deferred Award Plan	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

Lonza Group AG

Meeting Date: 05/05/2023	Country: Switzerland	Ticker: LONN
Record Date:	Meeting Type: Annual	
Primary Security ID: H50524133		

Shares Voted: 4,947

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 3.50 per Share	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director	Mgmt	For	For	For
5.1.2	Reelect Marion Helmes as Director	Mgmt	For	For	For
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For	For
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For	For
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	For
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
5.2	Reelect Albert Baehny as Board Chair	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.3	Amend Articles Re: Voting on the Executive Committee Compensation	Mgmt	For	For	For
9.4	Amend Articles of Association	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For
11.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For	For	For
11.2	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	Mgmt	For	For	For
11.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	Mgmt	For	For	For
11.4	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	Mgmt	For	For	For
12	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.*

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 05/05/2023

Country: Germany

Ticker: MUV2

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: D55535104

Shares Voted: 1,245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11.60 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzysek (until Jan. 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
7.3	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
8	Amend Articles Re: Registration in the Share Register	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 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11.60 per Share	Mgmt	For	For	
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022	Mgmt	For	For	
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022	Mgmt	For	For	
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022	Mgmt	For	For	
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022	Mgmt	For	For	
3.5	Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022	Mgmt	For	For	
3.6	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022	Mgmt	For	For	
3.7	Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022	Mgmt	For	For	
3.8	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022	Mgmt	For	For	
3.9	Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022	Mgmt	For	For	

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022	Mgmt	For	For	
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	Mgmt	For	For	
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022	Mgmt	For	For	
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022	Mgmt	For	For	
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022	Mgmt	For	For	
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022	Mgmt	For	For	
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022	Mgmt	For	For	
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022	Mgmt	For	For	
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022	Mgmt	For	For	
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022	Mgmt	For	For	
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022	Mgmt	For	For	
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	Mgmt	For	For	
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022	Mgmt	For	For	
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022	Mgmt	For	For	
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022	Mgmt	For	For	
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2022	Mgmt	For	For	
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022	Mgmt	For	For	
4.17	Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzysek (until Jan. 31, 2022) for Fiscal Year 2022	Mgmt	For	For	

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.18	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022	Mgmt	For	For	
4.19	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For	
4.20	Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022	Mgmt	For	For	
4.21	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022	Mgmt	For	For	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For	
6	Approve Remuneration Report	Mgmt	For	For	
7.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	
7.3	Amend Articles Re: Editorial Changes	Mgmt	For	For	
8	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	

Occidental Petroleum Corporation

Meeting Date: 05/05/2023Country: USATicker: OXY

Record Date: 03/10/2023Meeting Type: Annual

Primary Security ID: 674599105

Shares Voted: 96,632					
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 Andrew Gould	Mgmt	For	For	For
1c	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1d	Elect Director Vicki Hollub	Mgmt	For	For	For
1e	Elect Director William R. Klesse	Mgmt	For	For	For
1f	Elect Director Jack B. Moore	Mgmt	For	For	For
1g	Elect Director Claire O'Neill	Mgmt	For	For	For
1h	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1i	Elect Director Ken Robinson	Mgmt	For	For	For

Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Robert M. Shearer	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Berkshire Hathaway Inc.

Meeting Date: 05/06/2023	Country: USA	Ticker: BRK.B
Record Date: 03/08/2023	Meeting Type: Annual	
Primary Security ID: 084670702		

Shares Voted: 116,396

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 governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.					
1.7	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.					
1.8	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.9	Elect Director Susan L. Decker	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.					

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Charlotte Guyman	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members, which includes Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are further warranted for compensation committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, and Charlotte Guyman, due to persistent concerns regarding executive pay practices and disclosures. A WITHHOLD vote is warranted for lead independent director Susan (Sue) Decker as the company does not adequately disclose climate change-related risks and opportunities. A vote FOR the other director nominees is warranted.</i>					
1.11	Elect Director Ajit Jain	Mgmt	For	For	For
1.12	Elect Director Thomas S. Murphy, Jr.	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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Two NEOs continue to receive large base salaries of \$16.0 million each and overall pay is not clearly linked to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
<i>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.</i>					
4	Report on Physical and Transitional Climate-Related Risks and Opportunities	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted as shareholders would benefit from corporate-level disclosure on the climate risks the company judges as material and plans to mitigate those risks</i>					
5	Report on Audit Committee's Oversight on Climate Risks and Disclosures	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time because the enhanced disclosure would allow shareholders to assess the board's governance and risk oversight mechanisms in place to protect the company from potentially adverse regulatory requirements and market changes related to the energy transition.</i>					
6	Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time because the requested report would allow shareholders to evaluate emissions from Berkshire's insurance group, its peers have made public commitments, and the report may help the company prepare for state climate regulations.</i>					
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
<i>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.</i>					
8	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as multiple factors suggest that shareholders would benefit from additional independent oversight via an independent board chair.</i>					
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Against	Against	Against

Uber Technologies, Inc.

Meeting Date: 05/08/2023

Record Date: 03/13/2023

Primary Security ID: 90353T100

Country: USA

Meeting Type: Annual

Ticker: UBER

Shares Voted: 594,690

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
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 John Thain	Mgmt	For	For	For
1i	Elect Director David I. Trujillo	Mgmt	For	For	For
1j	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	Commission a Third-Party Audit on Driver Health and Safety	SH	Against	Against	Against

Warner Bros. Discovery, Inc.

Meeting Date: 05/08/2023

Record Date: 03/13/2023

Primary Security ID: 934423104

Country: USA

Meeting Type: Annual

Ticker: WBD

Shares Voted: 133,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Li Haslett Chen	Mgmt	For	For	For
1.2	Elect Director Kenneth W. Lowe	Mgmt	For	For	For
1.3	Elect Director Paula A. Price	Mgmt	For	For	For
1.4	Elect Director David M. Zaslav	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Warner Bros. Discovery, 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
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the company recently modified the CEO's employment agreement without removing the entitlement to a problematic modified single-trigger cash severance. In addition, an unmitigated pay-for-performance misalignment exists for the year in review. The CEO continues to receive a large base salary as well as annual bonus opportunity. The strategic goal portion of the annual bonus is poorly disclosed, along with actual performance. This is compounded in the LTI program, as certain overlapping metrics are used in both programs, including a relatively short performance period. Disclosure of strategic metrics remains relatively poor in the LTI program, which makes up the majority of the program. Though some positive changes were made in response to shareholder feedback, some changes appear to be merely incremental improvements, which will be further analyzed in next year's report.					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	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 enhances shareholder rights.					
6	Report on Lobbying Payments and Policy	SH	Against	Against	Against

3M Company

Meeting Date: 05/09/2023Country: USATicker: MMM

Record Date: 03/14/2023Meeting Type: Annual

Primary Security ID: 88579Y101

Shares Voted: 58,770

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 Anne H. Chow	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 Suzan Kereere	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
1i	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1j	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Accelleron Industries AG

Meeting Date: 05/09/2023

Country: Switzerland

Ticker: ACLN

Record Date:

Meeting Type: Annual

Primary Security ID: H0029X106

Shares Voted: 15,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.73 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Oliver Riemenschneider as Director and Board chair	Mgmt	For	For	For
5.1.2	Reelect Bo Cerup-Simonsen as Director	Mgmt	For	For	For
5.1.3	Reelect Monika Kruesi as Director	Mgmt	For	For	For
5.1.4	Reelect Stefano Pampalone as Director	Mgmt	For	For	For
5.1.5	Reelect Gabriele Sons as Director	Mgmt	For	For	For
5.1.6	Reelect Detlef Trefzger as Director	Mgmt	For	For	For
5.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
5.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 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.*

Meeting Date: 05/09/2023Country: USATicker: DHR

Record Date: 03/10/2023Meeting Type: Annual

Primary Security ID: 235851102

Shares Voted: 17,139

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 Feroz Dewan	Mgmt	For	For	For
1c	Elect Director Linda Filler	Mgmt	For	For	For
1d	Elect Director Teri List	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.					
1e	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For	For
1f	Elect Director Jessica L. Mega	Mgmt	For	For	For
1g	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1h	Elect Director Steven M. Rales	Mgmt	For	For	For
1i	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
1j	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.					
1k	Elect Director John T. Schwieters	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.					
1l	Elect Director Alan G. Spoon	Mgmt	For	For	For
1m	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.					
1n	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The board leadership structure is currently comprised of a cumbersome three-headed structure including a lead independent director, a relatively new CEO and a former CEO and company founder who continues to serve as executive chair. 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. In addition, there are continued pledging concerns at the company suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent chair. 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.					

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

HUGO BOSS AG

Meeting Date: 05/09/2023	Country: Germany	Ticker: BOSS
Record Date: 05/02/2023	Meeting Type: Annual	
Primary Security ID: D34902102		

Shares Voted: 21,982

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Deloitte 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
6	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * There is a third-party compensation agreement between the CEO and the reference shareholder. The potential for asymmetric accountability towards shareholders continues to raise significant governance concerns.					
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Just Group Plc

Meeting Date: 05/09/2023	Country: United Kingdom	Ticker: JUST
Record Date: 05/04/2023	Meeting Type: Annual	
Primary Security ID: G9331B109		

Shares Voted: 11,472,221

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

Just Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Mary Phibbs as Director	Mgmt	For	For	For
6	Re-elect Michelle Cracknell as Director	Mgmt	For	For	For
7	Re-elect John Hastings-Bass as Director	Mgmt	For	For	For
8	Re-elect Mary Kerrigan as Director	Mgmt	For	For	For
9	Re-elect Andrew Parsons as Director	Mgmt	For	For	For
10	Re-elect David Richardson as Director	Mgmt	For	For	For
11	Re-elect Kalpana Shah as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Group 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 Issue of Equity in Relation to the Issuance Contingent of Convertible Securities	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance Contingent of Convertible Securities	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Approve Long Term Incentive Plan	Mgmt	For	For	For
23	Approve Deferred Share Bonus Plan	Mgmt	For	For	For
24	Approve Sharesave Scheme	Mgmt	For	For	For

Koninklijke Philips NV

Meeting Date: 05/09/2023	Country: Netherlands	Ticker: PHIA
Record Date: 04/11/2023	Meeting Type: Annual	
Primary Security ID: N7637U112		

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	Mgmt	For	For	For
2.	Approve Remuneration Report	Mgmt	For	For	For
2.e	Approve Discharge of Management Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A qualified vote AGAINST the discharge of Frans van Houten, and as a consequence the entire management board as the vote is not unbundled, because: * Former CEO Frans van Houten was dismissed during 2022 and this being the last possible and most adequate venue for holding Van Houten accountable for his 'performance' leading to Philips' current situation; * In 2022, Van Houten was dismissed by the supervisory board in the context of the company being in need of an accelerated CEO change, confirming the view Van Houten did not perform according to expectations; * The former CEO has not been responsive to shareholder sentiment around variable incentives in light of the company's performance and electing not to forego his variable annual incentive, in deviation of the rest of the management board. Moreover, this decision might even be considered not in the best interest of the company and not to fulfill his fiduciary duty as director (or in his current capacity as 'advisor'); * The substantial reputational and financial damage to the company and its shareholders (since announcement the company lost EUR 26 billion in market capitalization (-67%) largely attributed to the recall) as a result of the announced product recall and the FDA has raised concerns with Philips communication to end users of the devices about the recall, and Philips, and Van Houten specifically, being a defendant in his capacity as former CEO in a class action suit by shareholders relating to alleged inadequate disclosures by the company. * However, this is not without qualifying and noting that this recommendation is specifically directed to former CEO Van Houten, and not necessarily the other members of the management board. It is also recognized that no specific member of the company's management board thus far has been found guilty of misconduct or negligence nor are the FDA observations a final determination. Lastly, Philips has undertaken remedial actions and is performing further investigations into its products. A vote FOR the discharge of the supervisory board is warranted because of the absence of any information about significant and compelling controversies that the supervisory board is not fulfilling their fiduciary duties. Moreover, we note that the supervisory board has been responsive to shareholder feedback regarding remuneration and has proven to be sensitive regarding sentiment on variable incentives in light of the company's performance and related uncertainties. Moreover, it appears the supervisory board has undertaken adequate action by pushing for an accelerated CEO change and reset strategic priorities.</i></p>					
2.f	Approve Discharge of Supervisory Board	Mgmt	For	For	For
3	Reelect A. Bhattacharya to Management Board	Mgmt	For	For	For
4.a	Reelect D.E.I. Pyott to Supervisory Board	Mgmt	For	For	For
4.b	Reelect M.E. Doherty to Supervisory Board	Mgmt	For	For	For
5	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2024	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors for the Financial Year 2025	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

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			

Prudential Financial, Inc.

Meeting Date: 05/09/2023Country: USATicker: PRU

Record Date: 03/10/2023Meeting Type: Annual

Primary Security ID: 744320102

Shares Voted: 60,095

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	For	For	For
1.2	Elect Director Robert M. Falzon	Mgmt	For	For	For
1.3	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1.4	Elect Director Wendy E. Jones	Mgmt	For	For	For
1.5	Elect Director Charles F. Lowrey	Mgmt	For	For	For
1.6	Elect Director Sandra Pianalto	Mgmt	For	For	For
1.7	Elect Director Christine A. Poon	Mgmt	For	For	For
1.8	Elect Director Douglas A. Scovanner	Mgmt	For	For	For
1.9	Elect Director Michael A. Todman	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. The company's 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.

American International Group, Inc.

Meeting Date: 05/10/2023Country: USATicker: AIG

Record Date: 03/13/2023Meeting Type: Annual

Primary Security ID: 026874784

American International Group, Inc.

Shares Voted: 58,374

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	Mgmt	For	For	For
1b	Elect Director James Cole, Jr.	Mgmt	For	For	For
1c	Elect Director W. Don Cornwell	Mgmt	For	For	For
1d	Elect Director Linda A. Mills	Mgmt	For	For	For
1e	Elect Director Diana M. Murphy	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 Therese M. Vaughan	Mgmt	For	For	For
1i	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
1j	Elect Director Peter Zaffino	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are significant concerns surrounding the magnitude and structure of a large off-cycle award granted to the CEO in connection with entering into a five-year employment agreement. On the positive side, the award has a relatively long five-year cliff vesting period. However, the award, which was granted amid back-to-back increases in target LTI opportunities, lacks performance-vesting criteria. With respect to regular incentive awards, some concern is raised by the STI program structure, as awards may be substantially increased by discretionary assessments of individual performance and have been for the CEO's awards for consecutive years. Lastly, the relative TSR metric in the LTI program, although not heavily weighted, provides for target vesting for below median performance against a relatively small peer group.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the lead independent director role is considered robust, per the CEO's new employment agreement, the current chair/CEO role is contractually guaranteed, which calls into question the board's argument that an independent board chair policy would be too rigid and prescriptive. Moreover, this advisory proposal provides the board discretion to implement an independent board chair policy at the next CEO transition.</i>					

Dominion Energy, Inc.

Meeting Date: 05/10/2023Country: USATicker: D

Record Date: 03/03/2023Meeting Type: Annual

Primary Security ID: 25746U109

Shares Voted: 58,718

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 D. Maybank Hagood	Mgmt	For	For	For
1D	Elect Director Ronald W. Jibson	Mgmt	For	For	For

Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1E	Elect Director Mark J. Kington	Mgmt	For	For	For
1F	Elect Director Kristin G. Lovejoy	Mgmt	For	For	For
1G	Elect Director Joseph M. Rigby	Mgmt	For	For	For
1H	Elect Director Pamela J. Royal	Mgmt	For	For	For
1I	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	For
1J	Elect Director Susan N. Story	Mgmt	For	For	For
1K	Elect Director Michael E. Szymanczyk	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Amend Right to Call Special Meeting	Mgmt	For	For	For
6	Amend Advance Notice Provisions for Director Nominations	Mgmt	For	For	For
7	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.

Enel SpA

Meeting Date: 05/10/2023Country: ItalyTicker: ENEL

Record Date: 04/28/2023Meeting Type: Annual

Primary Security ID: T3679P115

Shares Voted: 669,886

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
4	Fix Number of Directors	Mgmt	For	For	For
5	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
6.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against	Against

Enel SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
6.3	Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	SH	None	Against	Against
7.1	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt	None	For	For
	Elect Paolo Scaroni as Board Chair	SH			
7.2	Shareholder Proposal Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Mgmt	None	Against	Against
	Elect Marco Mazzucchelli as Board Chair	SH			
8	Approve Remuneration of Directors	Mgmt	For	For	For
9	Approve Long Term Incentive Plan 2023	Mgmt	For	For	For
10.1	Approve Remuneration Policy	Mgmt	For	For	For
10.2	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

Eni SpA

Meeting Date: 05/10/2023

Record Date: 04/28/2023

Primary Security ID: T3643A145

Country: Italy

Meeting Type: Annual/Special

Ticker: ENI

Shares Voted: 271,841

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt	For	For	For
	Management Proposals	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Fix Number of Directors	Mgmt	For	For	For
5.1	Fix Board Terms for Directors	Mgmt	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.2	Slate Submitted by Ministry of Economy and Finance	SH	None	Against	Against
5.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt			
6	Elect Giuseppe Zafarana as Board Chair	SH	None	For	For
7	Approve Remuneration of Directors	SH	None	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
8.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For	For
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt			
9	Appoint Rosalba Casiraghi as Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt			
10	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
11	Approve Long Term Incentive Plan 2023-2025	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	For	For
13	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: This item warrants a vote AGAINST because the level of the CEO/GM realized pay was excessive relative to peers.</i>					
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Reduction and Use of the Reserve Pursuant to Law 342/2000 for Dividend Distribution	Mgmt	For	For	For
17	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	Mgmt	For	For	For
18	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Marshall's Plc

Meeting Date: 05/10/2023Country: United KingdomTicker: MSLH

Record Date: 05/05/2023Meeting Type: Annual

Primary Security ID: G58718100

Shares Voted: 5,799,959

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 Angela Bromfield as Director	Mgmt	For	For	For
9	Re-elect Avis Darzins as Director	Mgmt	For	For	For
10	Elect Diana Houghton as Director	Mgmt	For	For	For
11	Re-elect Justin Lockwood as Director	Mgmt	For	For	For
12	Re-elect Simon Bourne as Director	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * In addition to material salary increases in line with the normal FY2022 and FY2023 review cycle, the CEO and CFO received further increases immediately following the Company's acquisition of Marley Group plc in April 2022. The Company has not provided a compelling rationale to support the increases, which have significantly increased both fixed pay and potential quantum under the Executive's remuneration arrangements.					
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

National Express Group Plc

Meeting Date: 05/10/2023Country: United KingdomTicker: NEX

Record Date: 05/05/2023Meeting Type: Annual

Primary Security ID: G6374M109

Shares Voted: 5,411,290

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 Helen Weir as Director	Mgmt	For	For	For
5	Elect James Stamp as Director	Mgmt	For	For	For
6	Re-elect Jorge Cosmen as Director	Mgmt	For	For	For
7	Re-elect Matthew Crummack as Director	Mgmt	For	For	For
8	Re-elect Carolyn Flowers as Director	Mgmt	For	For	For
9	Re-elect Ignacio Garat as Director	Mgmt	For	For	For
10	Re-elect Karen Geary as Director	Mgmt	For	For	For
11	Re-elect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
12	Re-elect Mike McKeon 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 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

Phillips 66

Meeting Date: 05/10/2023

Record Date: 03/15/2023

Primary Security ID: 718546104

Country: USA

Meeting Type: Annual

Ticker: PSX

Shares Voted: 74,501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory J. Hayes	Mgmt	For	For	For
1b	Elect Director Charles M. Holley	Mgmt	For	For	For
1c	Elect Director Denise R. Singleton	Mgmt	For	For	For
1d	Elect Director Glenn F. Tilton	Mgmt	For	For	For
1e	Elect Director Marna C. Whittington	Mgmt	For	For	For
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Publish Audited Report on Impacts of a Significant Reduction in Virgin Plastic Demand	SH	Against	Against	Against

Rational AG

Meeting Date: 05/10/2023Country: GermanyTicker: RAA

Record Date: 04/18/2023Meeting Type: Annual

Primary Security ID: D6349P107

Shares Voted: 1,085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11 per Share and Special Dividends of EUR 2.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2028	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

Rational AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Affiliation Agreement with RATIONAL Ausbildungsgesellschaft mbH	Mgmt	For	For	For

Rentokil Initial Plc

Meeting Date: 05/10/2023

Country: United Kingdom

Ticker: RTO

Record Date: 05/05/2023

Meeting Type: Annual

Primary Security ID: G7494G105

Shares Voted: 10,211,192

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 Restricted Share Plan	Mgmt	For	For	For
4	Approve Deferred Bonus Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect David Frear as Director	Mgmt	For	For	For
7	Elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	For	For
9	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
10	Re-elect John Pettigrew as Director	Mgmt	For	For	For
11	Re-elect Andy Ransom as Director	Mgmt	For	For	For
12	Re-elect Richard Solomons as Director	Mgmt	For	For	For
13	Re-elect Cathy Turner as Director	Mgmt	For	For	For
14	Re-elect Linda Yueh 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 Specified Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Rentokil Initial Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Spirax-Sarco Engineering Plc

Meeting Date: 05/10/2023	Country: United Kingdom	Ticker: SPX
Record Date: 05/05/2023	Meeting Type: Annual	
Primary Security ID: G83561129		

Shares Voted: 341,735

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

Thales SA

Meeting Date: 05/10/2023	Country: France	Ticker: HO
Record Date: 05/05/2023	Meeting Type: Annual/Special	
Primary Security ID: F9156M108		

Shares Voted: 13,798

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 2.94 per Share	Mgmt	For	For	For
4	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
9	Authorize up to 0.96 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
10	Authorize up to 0.04 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Chairman and CEO	Mgmt	For	For	For
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
13	Elect Marianna Nitsch as Director	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 05/10/2023	Country: Netherlands	Ticker: WKL
Record Date: 04/12/2023	Meeting Type: Annual	
Primary Security ID: N9643A197		

Shares Voted: 16,252

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 Executive 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	Mgmt	For	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Reelect Chris Vogelzang to Supervisory Board	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Shares	Mgmt	For	For	For
9	Approve KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			
11	Close Meeting	Mgmt			

adidas AG

Meeting Date: 05/11/2023

Country: Germany

Ticker: ADS

Record Date: 05/04/2023

Meeting Type: Annual

Primary Security ID: D0066B185

Shares Voted: 16,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Adyen NV

Meeting Date: 05/11/2023

Record Date: 04/13/2023

Primary Security ID: N3501V104

Country: Netherlands

Meeting Type: Annual

Ticker: ADYEN

Shares Voted: 868					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
2.e	Approve Remuneration Policy for Management Board	Mgmt	For	For	For
2.f	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
2.g	Approve Increase Cap on Variable Remuneration for Staff Members	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	Mgmt	For	For	For

Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	Mgmt	For	For	For
7	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	Mgmt	For	For	For
8	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	Mgmt	For	For	For
9	Reelect Pamela Joseph to Supervisory Board	Mgmt	For	For	For
10	Reelect Joep van Beurden to Supervisory Board	Mgmt	For	For	For
11	Amend Articles of Association	Mgmt	For	For	For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Reappoint PwC as Auditors	Mgmt	For	For	For
16	Close Meeting	Mgmt			

Bayerische Motoren Werke AG

Meeting Date: 05/11/2023

Record Date: 04/19/2023

Primary Security ID: D12096109

Country: Germany

Meeting Type: Annual

Ticker: BMW

Shares Voted: 20,712

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 8.50 per Ordinary Share and EUR 8.52 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Manfred Schoch for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2022	Mgmt	For	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2022	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Thomas Wittig for Fiscal Year 2022	Mgmt	For	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.22	Approve Discharge of Supervisory Board Member Werner Zierer for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Elect Kurt Bock to the Supervisory Board	Mgmt	For	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Edenred SA

Meeting Date: 05/11/2023

Record Date: 05/09/2023

Primary Security ID: F3192L109

Country: France

Meeting Type: Annual/Special

Ticker: EDEN

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 1 per Share	Mgmt	For	For	For
4	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
5	Approve Remuneration Policy of Directors	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 840,000	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	For	For
9	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions	Mgmt	For	For	For
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Edwards Lifesciences Corporation

Meeting Date: 05/11/2023	Country: USA	Ticker: EW
Record Date: 03/13/2023	Meeting Type: Annual	
Primary Security ID: 28176E108		

Shares Voted: 62,620					
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
1.9	Elect Director Bernard J. Zovighian	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	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

FBD Holdings Plc

Meeting Date: 05/11/2023	Country: Ireland	Ticker: EG7
Record Date: 05/05/2023	Meeting Type: Annual	
Primary Security ID: G3335G107		

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	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7a	Re-elect Mary Brennan as Director	Mgmt	For	For	For
7b	Re-elect Sylvia Cronin as Director	Mgmt	For	For	For
7c	Re-elect Tim Cullinan as Director	Mgmt	For	For	For
7d	Re-elect Liam Herlihy as Director	Mgmt	For	For	For
7e	Re-elect David O'Connor as Director	Mgmt	For	For	For
7f	Re-elect John O'Dwyer as Director	Mgmt	For	For	For
7g	Re-elect John O'Grady as Director	Mgmt	For	For	For
7h	Re-elect Tomas O'Midheach as Director	Mgmt	For	For	For
7i	Re-elect Richard Pike as Director	Mgmt	For	For	For
7j	Re-elect Jean Sharp as Director	Mgmt	For	For	For
8	Authorise Board to Fix Remuneration of 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
11	Authorise Market Purchase of Shares	Mgmt	For	For	For
12	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Intel Corporation

Meeting Date: 05/11/2023

Record Date: 03/17/2023

Primary Security ID: 458140100

Country: USA

Meeting Type: Annual

Ticker: INTC

Shares Voted: 540,394

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
1d	Elect Director Alyssa H. Henry	Mgmt	For	For	For
1e	Elect Director Omar Ishrak	Mgmt	For	For	For
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For
1h	Elect Director Barbara G. Novick	Mgmt	For	For	For
1i	Elect Director Gregory D. Smith	Mgmt	For	For	For
1j	Elect Director Lip-Bu Tan	Mgmt	For	For	For
1k	Elect Director Dion J. Weisler	Mgmt	For	For	For
1l	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	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
Voting Policy Rationale: Based on an 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 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					
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.					
7	Publish Third Party Review of Intel's China Business ESG Congruence	SH	Against	Against	Against

Meeting Date: 05/11/2023Country: United KingdomTicker: WG
Record Date: 05/09/2023Meeting Type: Annual
Primary Security ID: G9745T118

Shares Voted: 2,761,614

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

John Wood Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Shareholders may question whether the payout under the non-financial metrics was congruent with that of the financials, given the shareholder experience in FY2022, which saw a TSR of c.-37% and the declaration of no dividend. The highly qualitative and selection of personal objectives exacerbate the concern.					
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect Roy Franklin as Director	Mgmt	For	For	For
5	Re-elect Birgitte Brinch Madsen as Director	Mgmt	For	For	For
6	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
7	Re-elect Adrian Marsh as Director	Mgmt	For	For	For
8	Re-elect Nigel Mills as Director	Mgmt	For	For	For
9	Re-elect Brenda Reichelderfer as Director	Mgmt	For	For	For
10	Re-elect Susan Steele as Director	Mgmt	For	For	For
11	Re-elect David Kemp as Director	Mgmt	For	For	For
12	Elect Ken Gilmartin 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 UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Approve Discretionary Share Plan	Mgmt	For	For	For
18	Approve Employee Share Plan	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

Masco Corporation

Meeting Date: 05/11/2023	Country: USA	Ticker: MAS
Record Date: 03/17/2023	Meeting Type: Annual	
Primary Security ID: 574599106		

Masco Corporation

Shares Voted: 235,077

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Keith J. Allman	Mgmt	For	For	For
1b	Elect Director Aine L. Denari	Mgmt	For	For	For
1c	Elect Director Christopher A. O'Herlihy	Mgmt	For	For	For
1d	Elect Director Charles K. Stevens, III	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

MTU Aero Engines AG

Meeting Date: 05/11/2023Country: GermanyTicker: MTX

Record Date: 05/04/2023Meeting Type: Annual

Primary Security ID: D5565H104

Shares Voted: 5,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (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 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
8.1	Elect Christine Bortenlaenger to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Marion Weissenberger-Eibl to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Ute Wolf to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For

Meeting Date: 05/11/2023	Country: United Kingdom	Ticker: OSB
Record Date: 05/09/2023	Meeting Type: Annual	
Primary Security ID: G6S36L101		

Shares Voted: 4,489,665

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 Kal Atwal as Director	Mgmt	For	For	For
4b	Re-elect Noel Harwerth as Director	Mgmt	For	For	For
4c	Re-elect Sarah Hedger as Director	Mgmt	For	For	For
4d	Re-elect Rajan Kapoor as Director	Mgmt	For	For	For
4e	Re-elect Simon Walker as Director	Mgmt	For	For	For
4f	Re-elect David Weymouth as Director	Mgmt	For	For	For
4g	Re-elect Andrew Golding as Director	Mgmt	For	For	For
4h	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
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

Rolls-Royce Holdings Plc

Meeting Date: 05/11/2023	Country: United Kingdom	Ticker: RR
Record Date: 05/09/2023	Meeting Type: Annual	
Primary Security ID: G76225104		

Shares Voted: 11,265,389

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	Re-elect Dame Anita Frew as Director	Mgmt	For	For	For
4	Elect Tufan Erginbilgic 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	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
9	Re-elect Beverly Goulet as Director	Mgmt	For	For	For
10	Re-elect Nick Luff as Director	Mgmt	For	For	For
11	Re-elect Wendy Mars as Director	Mgmt	For	For	For
12	Re-elect Sir Kevin Smith as Director	Mgmt	For	For	For
13	Re-elect Dame Angela Strank 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 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

SAP SE

Meeting Date: 05/11/2023	Country: Germany	Ticker: SAP
Record Date: 04/19/2023	Meeting Type: Annual	
Primary Security ID: D66992104		

Shares Voted: 88,530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.05 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8.1	Elect Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Qi Lu to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Punit Renjen to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
11.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
11.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

The Gym Group Plc

Meeting Date: 05/11/2023

Country: United Kingdom

Ticker: GYM

Record Date: 05/09/2023

Meeting Type: Annual

Primary Security ID: G42114101

Shares Voted: 534,540

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	Re-elect John Treharne as Director	Mgmt	For	For	For

The Gym Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Luke Tait as Director	Mgmt	For	For	For
5	Re-elect Ann-marie Murphy as Director	Mgmt	For	For	For
6	Re-elect Emma Woods as Director	Mgmt	For	For	For
7	Elect Elaine O'Donnell as Director	Mgmt	For	For	For
8	Re-elect Wais Shaifta as Director	Mgmt	For	For	For
9	Elect Richard Stables as Director	Mgmt	For	For	For
10	Elect Simon Jones as Director	Mgmt	For	For	For
11	Reappoint Ernst & Young 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

Universal Music Group NV

Meeting Date: 05/11/2023	Country: Netherlands	Ticker: UMG
Record Date: 04/13/2023	Meeting Type: Annual	
Primary Security ID: N90313102		

Shares Voted: 95,769					
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
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to CEO STI award that, due to pre-IPO legacy arrangements, is 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. In addition, the CEO and deputy CEO are granted a significant increased base salary without the company providing any compelling rationale. Overall, the total quantum of CEO pay for 2022 reaches EUR 47.3 million, which is considered to be excessive as it is 12.4x higher than the median of ISS selected peers. Finally, a concern is raised because the company provided limited response to last year significant dissent on the remuneration report.</i></p>					

Universal Music Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Adopt Financial Statements	Mgmt	For	For	For
5.a	Receive Explanation on Company's Dividend Policy	Mgmt			
5.b	Approve Dividends	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	Reelect Lucian Grainge as Executive Director	Mgmt	For	For	For
7.b	Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed total pay package opportunity at target of USD 35 million and severance pay higher than 2 year base salary is considered to be excessive * The company did not provide any compelling rationale regarding the grant of a one-time transition award of USD 100 million, further increasing the total quantum of pay, which is already considered to be excessive.</i>					
8.a	Reelect Sherry Lansing as Non-Executive Director	Mgmt	For	For	For
8.b	Reelect Anna Jones as Non-Executive Director	Mgmt	For	For	For
8.c	Reelect Luc van Os as Non-Executive Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote FOR the elections of Sherry Lansing, Anna Jones and Haim Saban 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 FOR the election of Sir Lucian Grainge as CEO is warranted because the nominee appear to possess the necessary qualifications for board membership and there is no known controversy concerning the candidate. A vote AGAINST the election of non-independent nominee and chair of the audit committee Luc Van Os is warranted as the future board composition lacks sufficient independent among its members. Qualified support is warranted for the reappointment of Anna Jones because she is the chair of the remuneration committee and significant concerns are raised with respect to the decision to award USD 100 million one-off awards to the CEO, whereas the award is not accompanied by a compelling rationale and considered to be excessive. However, the agenda enables shareholders to specifically address concerns under Item 7b to approve the 2023 supplement to the remuneration policy.</i>					
8.d	Elect Haim Saban as Non-Executive Director	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Ratify Auditors	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Urban Logistics REIT PLC

Meeting Date: 05/11/2023	Country: United Kingdom	Ticker: SHED
Record Date: 05/09/2023	Meeting Type: Special	
Primary Security ID: G6853M109		

Urban Logistics REIT PLC

Shares Voted: 2,516,518

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Appoint Logistics Asset Management LLP as Investment Adviser	Mgmt	For	For	For

Verizon Communications Inc.

Meeting Date: 05/11/2023Country: USATicker: VZ
Record Date: 03/13/2023Meeting Type: Annual
Primary Security ID: 92343V104

Shares Voted: 396,910

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 Vittorio Colao	Mgmt	For	For	For
1.5	Elect Director Melanie Healey	Mgmt	For	For	For
1.6	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.7	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.8	Elect Director Daniel Schulman	Mgmt	For	For	For
1.9	Elect Director Rodney Slater	Mgmt	For	For	For
1.10	Elect Director Carol Tome	Mgmt	For	For	For
1.11	Elect Director Hans Vestberg	Mgmt	For	For	For
1.12	Elect Director Gregory Weaver	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	Report on Government Requests to Remove Content	SH	Against	Against	Against
6	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Against	Against	Against
7	Amend 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.					
8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Require Independent Board Chair	SH	Against	Against	Against

Videndum Plc

Meeting Date: 05/11/2023	Country: United Kingdom	Ticker: VID
Record Date: 05/09/2023	Meeting Type: Annual	
Primary Security ID: G93682105		

Shares Voted: 609,612

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 Ian McHoul as Director	Mgmt	For	For	For
6	Re-elect Stephen Bird as Director	Mgmt	For	For	For
7	Elect Andrea Rigamonti as Director	Mgmt	For	For	For
8	Elect Anna Vikstrom Persson as Director	Mgmt	For	For	For
9	Re-elect Erika Schraner as Director	Mgmt	For	For	For
10	Elect Tete Soto as Director	Mgmt	For	For	For
11	Re-elect Caroline Thomson as Director	Mgmt	For	For	For
12	Re-elect Richard Tyson 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	Approve Long-Term Incentive Plan	Mgmt	For	For	For
16	Adopt New Articles of Association	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

Zebra Technologies Corporation

Meeting Date: 05/11/2023

Country: USA

Ticker: ZBRA

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 989207105

Shares Voted: 10,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. Burns	Mgmt	For	For	For
1b	Elect Director Linda M. Connly	Mgmt	For	For	For
1c	Elect Director Anders Gustafsson	Mgmt	For	For	For
1d	Elect Director Janice M. Roberts	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

Amundi SA

Meeting Date: 05/12/2023

Country: France

Ticker: AMUN

Record Date: 05/10/2023

Meeting Type: Annual/Special

Primary Security ID: F0300Q103

Shares Voted: 6,741

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 Nicolas Calcoen and Amundi Asset Management Re: Suspension of Work Contract	Mgmt	For	For	For
5	Approve Compensation Report	Mgmt	For	For	For
6	Approve Compensation of Yves Perrier, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Valerie Baudson, CEO	Mgmt	For	For	For
8	Approve Compensation of Nicolas Calcoen, Vice-CEO Since April 1, 2022	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
13	Advisory Vote on the Aggregate Remuneration Granted in 2022 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For
14	Ratify Appointment of Philippe Brassac as Director	Mgmt	For	For	For
15	Ratify Appointment of Nathalie Wright as Director	Mgmt	For	For	For
16	Reelect Laurence Danon-Arnaud as Director	Mgmt	For	For	For
17	Reelect Christine Gandon as Director	Mgmt	For	For	For
18	Reelect Helene Molinari as Director	Mgmt	For	For	For
19	Reelect Christian Rouchon as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 15, 16 and 18). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (41.7 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 14 and 17). * A vote AGAINST the reelection of the non-independent chairman of the audit committee is warranted (item 19).</i></p>					
20	Approve Report on Progress of Company's Climate Transition Plan (Advisory)	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 10 Percent of Issued Capital	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 Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	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

Colgate-Palmolive Company

Meeting Date: 05/12/2023Country: USATicker: CL

Record Date: 03/13/2023Meeting Type: Annual

Primary Security ID: 194162103

Shares Voted: 190,130

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
1c	Elect Director Steve Cahillane	Mgmt	For	For	For
1d	Elect Director Lisa M. Edwards	Mgmt	For	For	For
1e	Elect Director C. Martin Harris	Mgmt	For	For	For
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1g	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
1h	Elect Director Lorrie M. Norrington	Mgmt	For	For	For
1i	Elect Director Michael B. Polk	Mgmt	For	For	For
1j	Elect Director Stephen I. Sadove	Mgmt	For	For	For
1k	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/12/2023Country: FranceTicker: ML

Record Date: 05/10/2023Meeting Type: Annual/Special

Primary Security ID: F61824870

Shares Voted: 78,522

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

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.25 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	Mgmt	For	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For	For
12	Elect Barbara Dalibard as Supervisory Board Member	Mgmt	For	For	For
13	Elect Aruna Jayanthi as Supervisory Board Member	Mgmt	For	For	For
14	Extraordinary Business	Mgmt			
	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
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

Derwent London Plc

Meeting Date: 05/12/2023	Country: United Kingdom	Ticker: DLN
Record Date: 05/10/2023	Meeting Type: Annual	
Primary Security ID: G27300105		

Shares Voted: 120,276

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	Against

Derwent London Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Claudia Arney as Director	Mgmt	For	For	For
6	Re-elect Lucinda Bell as Director	Mgmt	For	For	For
7	Re-elect Mark Breuer 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 Sanjeev Sharma as Director	Mgmt	For	For	For
12	Re-elect Cilla Snowball as Director	Mgmt	For	For	For
13	Re-elect Paul Williams as Director	Mgmt	For	For	For
14	Re-elect Damian Wisniewski 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 Performance Share 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

HelloFresh SE

Meeting Date: 05/12/2023	Country: Germany	Ticker: HFG
Record Date: 04/20/2023	Meeting Type: Annual	
Primary Security ID: D3R2MA100		

Shares Voted: 6,054

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
6.1	Elect John Rittenhouse to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Ursula Radeke-Pietsch to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Stefan Smalla to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Derek Zissman to the Supervisory Board	Mgmt	For	For	For
7	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, and the payout schedule for some executives was adjusted due to unfavorable market conditions.					
8	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the proposed amendment is warranted because: * The company wishes to extend director terms from two to four years.					
9	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Marriott International, Inc.

Meeting Date: 05/12/2023	Country: USA	Ticker: MAR
Record Date: 03/15/2023	Meeting Type: Annual	
Primary Security ID: 571903202		

Shares Voted: 55,618

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 Marriott Harrison	Mgmt	For	For	For
1d	Elect Director Frederick A. Henderson	Mgmt	For	For	For

Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Eric Hippeau	Mgmt	For	For	For
1f	Elect Director Lauren R. Hobart	Mgmt	For	For	For
1g	Elect Director Debra L. Lee	Mgmt	For	For	For
1h	Elect Director Aylwin B. Lewis	Mgmt	For	For	For
1i	Elect Director David S. Marriott	Mgmt	For	For	For
1j	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1k	Elect Director Grant F. Reid	Mgmt	For	For	For
1l	Elect Director Horacio D. Rozanski	Mgmt	For	For	For
1m	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Against	Against	Against
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 global median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.

The Progressive Corporation

Meeting Date: 05/12/2023Country: USATicker: PGR

Record Date: 03/17/2023Meeting Type: Annual

Primary Security ID: 743315103

Shares Voted: 34,562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Danelle M. Barrett	Mgmt	For	For	For
1b	Elect Director Philip Bleser	Mgmt	For	For	For
1c	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For
1d	Elect Director Pamela J. Craig	Mgmt	For	For	For
1e	Elect Director Charles A. Davis	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Lawton W. Fitt	Mgmt	For	For	For
1h	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1i	Elect Director Devin C. Johnson	Mgmt	For	For	For

The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For
1k	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1l	Elect Director Kahina Van Dyke	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

Capricorn Energy Plc

Meeting Date: 05/15/2023	Country: United Kingdom	Ticker: CNE
Record Date: 05/11/2023	Meeting Type: Special	
Primary Security ID: G1856T128		

Shares Voted: 374,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Special Dividend and Share Consolidation	Mgmt	For	For	For
2	Amend Long Term Incentive Plan	Mgmt	For	For	For
3	Authorise Market Purchase of New Ordinary Shares	Mgmt	For	For	For

accesso Technology Group Plc

Meeting Date: 05/16/2023	Country: United Kingdom	Ticker: ACSO
Record Date: 05/12/2023	Meeting Type: Annual	
Primary Security ID: G1150H101		

Shares Voted: 1,268,389

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	Appoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For

accesso Technology Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorise Board to Fix Remuneration of 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
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

Baker Hughes Company

Meeting Date: 05/16/2023

Record Date: 03/20/2023

Primary Security ID: 05722G100

Country: USA

Meeting Type: Annual

Ticker: BKR

Shares Voted: 164,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	For	For	For
1.2	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1.3	Elect Director Cynthia B. Carroll	Mgmt	For	For	For
1.4	Elect Director Nelda J. Connors	Mgmt	For	For	For
1.5	Elect Director Michael R. Dumais	Mgmt	For	For	For
1.6	Elect Director Lynn L. Elsenhans	Mgmt	For	For	For
1.7	Elect Director John G. Rice	Mgmt	For	For	For
1.8	Elect Director Lorenzo Simonelli	Mgmt	For	For	For
1.9	Elect Director Mohsen Sohi	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Bausch Health Companies Inc.

Meeting Date: 05/16/2023

Record Date: 03/17/2023

Primary Security ID: 071734107

Country: Canada

Meeting Type: Annual

Ticker: BHC

Bausch Health Companies Inc.

Shares Voted: 327,371

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 Brett M. Icahn	Mgmt	For	For	For
1c	Elect Director Sarah B. Kavanagh	Mgmt	For	For	For
1d	Elect Director Steven D. Miller	Mgmt	For	For	For
1e	Elect Director Richard C. Mulligan	Mgmt	For	For	For
1f	Elect Director John A. Paulson	Mgmt	For	For	For
1g	Elect Director Robert N. Power	Mgmt	For	For	For
1h	Elect Director Russel C. Robertson	Mgmt	For	For	For
1i	Elect Director Thomas W. Ross, Sr.	Mgmt	For	For	For
1j	Elect Director Amy B. Wechsler	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
5	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

BNP Paribas SA

Meeting Date: 05/16/2023Country: FranceTicker: BNP

Record Date: 05/12/2023Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Shares Voted: 78,333

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 3.90 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 Lemierre as Director	Mgmt	For	For	For

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For	For
8	Reelect Monique Cohen as Director	Mgmt	For	For	For
9	Reelect Daniela Schwarzer 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 Yann Gerardin, Vice-CEO	Mgmt	For	For	For
17	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
19	Extraordinary Business	Mgmt			
	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Capgemini SE

Meeting Date: 05/16/2023	Country: France	Ticker: CAP
Record Date: 05/12/2023	Meeting Type: Annual/Special	
Primary Security ID: F4973Q101		

Shares Voted: 12,995

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 3.25 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	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Elect Megan Clarken as Director	Mgmt	For	For	For
12	Elect Ulrica Fearn as Director	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Officers	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Chesnara Plc

Meeting Date: 05/16/2023

Record Date: 05/12/2023

Primary Security ID: G20912104

Country: United Kingdom

Meeting Type: Annual

Ticker: CSN

Shares Voted: 685,494

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
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted because: * The Remuneration Committee applied upward discretion to bonus payouts during the year. * Disclosure practice is market lagging, with 67% of LTIP performance targets (previously 50%) no longer disclosed prospectively.</i>					
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Steve Murray as Director	Mgmt	For	For	For
6	Re-elect Carol Hagh as Director	Mgmt	For	For	For
7	Re-elect Karin Bergstein as Director	Mgmt	For	For	For
8	Re-elect David Rimmington as Director	Mgmt	For	For	For
9	Re-elect Jane Dale as Director	Mgmt	For	For	For
10	Re-elect Luke Savage as Director	Mgmt	For	For	For
11	Re-elect Mark Hesketh as Director	Mgmt	For	For	For
12	Re-elect Eamonn Flanagan 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 UK Political Donations and Expenditure	Mgmt	For	For	For
16	Approve Short-Term Incentive Scheme	Mgmt	For	For	For
17	Approve Long-Term 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	Adopt New Articles of Association	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/16/2023

Country: USA

Ticker: COP

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 20825C104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	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	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year	One Year
5	Provide Right to Call Special Meeting	Mgmt	For	For	For
6	Approve Omnibus Stock Plan	Mgmt	For	For	For
7	Require Independent Board Chair	SH	Against	Against	For
8	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.					
9	Report on Tax Transparency	SH	Against	Against	Against
10	Report on Lobbying Payments and Policy	SH	Against	Against	Against

Deutsche Boerse AG

Meeting Date: 05/16/2023	Country: Germany	Ticker: DB1
Record Date: 05/09/2023	Meeting Type: Annual	
Primary Security ID: D1882G119		

Shares Voted: 12,781

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
5.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
5.3	Amend Articles Re: AGM Convocation	Mgmt	For	For	For
6	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	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

Essentra Plc

Meeting Date: 05/16/2023Country: United KingdomTicker: ESNT
Record Date: 05/12/2023Meeting Type: Annual
Primary Security ID: G3198T105

Shares Voted: 1,336,658

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 Dupsy Abiola as Director	Mgmt	For	For	For
5	Re-elect Jack Clarke as Director	Mgmt	For	For	For
6	Elect Kath Durrant as Director	Mgmt	For	For	For
7	Elect Scott Fawcett as Director	Mgmt	For	For	For
8	Re-elect Adrian Peace as Director	Mgmt	For	For	For

Essentra Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Paul Lester as Director	Mgmt	For	For	For
10	Re-elect Mary Reilly as Director	Mgmt	For	For	For
11	Re-elect Ralf Wunderlich 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	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

FDM Group (Holdings) Plc

Meeting Date: 05/16/2023

Record Date: 05/12/2023

Primary Security ID: G3405Y129

Country: United Kingdom

Meeting Type: Annual

Ticker: FDM

Shares Voted: 112,000

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
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

FDM Group (Holdings) Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

iEnergizer Ltd.

Meeting Date: 05/16/2023	Country: Guernsey	Ticker: IBPO
Record Date: 04/26/2023	Meeting Type: Special	
Primary Security ID: G47461101		

Shares Voted: 3,021,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Cancellation of Admission of Company's Ordinary Shares to Trading on AIM	Mgmt	For	For	For

IQGeo Group Plc

Meeting Date: 05/16/2023	Country: United Kingdom	Ticker: IQG
Record Date: 05/12/2023	Meeting Type: Annual	
Primary Security ID: G4939N100		

Shares Voted: 1,692,817

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following reasons: * Options granted to the Executive Directors during the year under review are not subject to performance conditions and feature a vesting period of less than three years.					
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

IQGeo Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Riccardo Petti as Director	Mgmt	For	For	For
6	Re-elect Carolyn Rand as Director	Mgmt	For	For	For
7	Re-elect Max Royde as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Items 2-6 & 8-9 A vote FOR the re-election of Haywood Chapman, Ian Kershaw, Andy MacLeod, Richard 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.</i>					
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: 05/16/2023	Country: USA	Ticker: JPM
Record Date: 03/17/2023	Meeting Type: Annual	
Primary Security ID: 46625H100		

Shares Voted: 278,499

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 Alicia Boler Davis	Mgmt	For	For	For
1f	Elect Director James Dimon	Mgmt	For	For	For
1g	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1h	Elect Director Alex Gorsky	Mgmt	For	For	For
1i	Elect Director Mellody Hobson	Mgmt	For	For	For
1j	Elect Director Michael A. Neal	Mgmt	For	For	For
1k	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1l	Elect Director Virginia M. Rometty	Mgmt	For	For	For

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	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 more independent oversight in the form of an independent chair.					
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against
7	Amend Public Responsibility Committee Charter to Include Animal Welfare	SH	Against	Against	Against
8	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.					
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and the company's management of related risks and opportunities.					
10	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against	Against
11	Report on Political Expenditures Congruence	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.					
12	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	Against	Against

Tesla, Inc.

Meeting Date: 05/16/2023		Country: USA		Ticker: TSLA	
Record Date: 03/20/2023		Meeting Type: Annual			
Primary Security ID: 88160R101					
Shares Voted: 127,510					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elon Musk	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Robyn Denholm	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST audit committee chair Robyn Denholm is warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. A vote FOR the remaining directors is warranted.					
1.3	Elect Director JB Straubel	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	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.					
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Key-Person Risk and Efforts to Ameliorate It	SH	Against	Against	Against

The Hershey Company

Meeting Date: 05/16/2023Country: USATicker: HSY

Record Date: 03/20/2023Meeting Type: Annual

Primary Security ID: 427866108

Shares Voted: 12,585

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 Michele G. Buck	Mgmt	For	For	For
1.3	Elect Director Victor L. Crawford	Mgmt	For	For	For
1.4	Elect Director Robert M. Dutkowsky	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.					
1.5	Elect Director Mary Kay Haben	Mgmt	For	For	For
1.6	Elect Director James C. Katzman	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.					
1.7	Elect Director M. Diane Koken	Mgmt	For	For	For
1.8	Elect Director Huong Maria T. Kraus	Mgmt	For	For	For
1.9	Elect Director Robert M. Malcolm	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.					

The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Anthony J. Palmer	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.					
1.11	Elect Director Juan R. Perez	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Human Rights Impacts of Living Wage & Income Position Statement	SH	Against	Against	Against

Chubb Limited

Meeting Date: 05/17/2023	Country: Switzerland	Ticker: CB
Record Date: 03/24/2023	Meeting Type: Annual	
Primary Security ID: H1467J104		

Shares Voted: 31,945

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
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	Against	Against
Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.					
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Elect Director Kathy Bonanno	Mgmt	For	For	For
5.5	Elect Director Nancy K. Buese	Mgmt	For	For	For
5.6	Elect Director Sheila P. Burke	Mgmt	For	For	For
5.7	Elect Director Michael L. Corbat	Mgmt	For	For	For
5.8	Elect Director Robert J. Hugin	Mgmt	For	For	For
5.9	Elect Director Robert W. Scully	Mgmt	For	For	For
5.10	Elect Director Theodore E. Shasta	Mgmt	For	For	For
5.11	Elect Director David H. Sidwell	Mgmt	For	For	For
5.12	Elect Director Olivier Steimer	Mgmt	For	For	For
5.13	Elect Director Frances F. Townsend	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.					
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST Evan G. Greenberg as board chair is warranted because he serves as combined CEO/chair.					
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Elect David H. Sidwell 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
9.1	Amend Articles Relating to Swiss Corporate Law Updates	Mgmt	For	For	For
9.2	Amend Articles to Advance Notice Period	Mgmt	For	For	For
10.1	Cancel Repurchased Shares	Mgmt	For	For	For
10.2	Reduction of Par Value	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For	For
11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	Mgmt	For	For	For
11.3	Approve Remuneration Report	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
14	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 because it would help shareholders better evaluate the company's management of climate-related risks from its underwriting, investment, and insurance activities.					

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Report on Human Rights Risk Assessment	SH	Against	Against	Against

Coats Group Plc

Meeting Date: 05/17/2023	Country: United Kingdom	Ticker: COA
Record Date: 05/15/2023	Meeting Type: Annual	
Primary Security ID: G22429115		

Shares Voted: 9,751,174

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 Nicholas Bull as Director	Mgmt	For	For	For
6	Re-elect Jacqueline Callaway as Director	Mgmt	For	For	For
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 Frances 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	Elect Stephen Murray as Director	Mgmt	For	For	For
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 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

Crown Castle Inc.

Meeting Date: 05/17/2023

Record Date: 03/20/2023

Primary Security ID: 22822V101

Country: USA

Meeting Type: Annual

Ticker: CCI

Shares Voted: 31,372

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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Charter to Allow Exculpation of Certain Officers	Mgmt	For	For	For

Deutsche Bank AG

Meeting Date: 05/17/2023

Record Date: 05/11/2023

Primary Security ID: D18190898

Country: Germany

Meeting Type: Annual

Ticker: DBK

Shares Voted: 231,772

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Karl von Rohr for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Stuart Lewis (until May 19, 2022) for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2022	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Christiana Riley for Fiscal Year 2022	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2022	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2022	Mgmt	For	For	For
3.11	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts (from May 19, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Paul Achleitner (until May 19, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2022	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Manja Eifert (from April 7, 2022) for Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Gerhard Eschelbeck (until May 19, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Klee for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Henriette Mark (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Platscher for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Bernd Rose for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Yngve Slyngstad (from May 19, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Stefan Viertel for Fiscal Year 2022	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2022	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Frank Werneke for Fiscal Year 2022	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
9.1	Elect Mayree Clark to the Supervisory Board	Mgmt	For	For	For
9.2	Elect John Thain to the Supervisory Board	Mgmt	For	For	For
9.3	Elect Michele Trogni to the Supervisory Board	Mgmt	For	For	For
9.4	Elect Norbert Winkeljohann to the Supervisory Board	Mgmt	For	For	For
10.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
10.2	Amend Articles Re: Video and Audio Transmission of the General Meeting	Mgmt	For	For	For
10.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10.4	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For
11	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

E.ON SE

Meeting Date: 05/17/2023

Record Date: 05/10/2023

Primary Security ID: D24914133

Country: Germany

Meeting Type: Annual

Ticker: EOAN

Shares Voted: 225,214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.51 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
5.2	Ratify KPMG AG KPMG as Auditors for the Review of Interim Financial Statements for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Increase in Size of Board to 16 Members	Mgmt	For	For	For
8.1	Elect Erich Clementi to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Andreas Schmitz to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Nadege Petit to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Ulrich Grillo to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Deborah Wilkens to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Rolf Schmitz to the Supervisory Board	Mgmt	For	For	For
8.7	Elect Klaus Froehlich to the Supervisory Board	Mgmt	For	For	For
8.8	Elect Anke Groth to the Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
10	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

EssilorLuxottica SA

Meeting Date: 05/17/2023	Country: France	Ticker: EL
Record Date: 05/15/2023	Meeting Type: Annual/Special	
Primary Security ID: F31665106		

Shares Voted: 14,891

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 3.23 per Share	Mgmt	For	For	For
4	Ratify Appointment of Mario Notari as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Chairman of the Board from January 1, 2022 until June 27, 2022	Mgmt	For	For	For
8	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	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 and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy applicable to the chairman/CEO (Item 11) is warranted because: * The significant increase of his remuneration is not justified by a convincing rationale; * The performance conditions attached to his termination payment could lead to a pay for failure situation; * His non-compete agreement is irreducible; * The post mandate LTIP is left to the Board's discretion; and * The presence condition attached to the LTIP is automatically fulfilled upon the executives' retirement. A vote FOR the remuneration policy applicable to the Vice-CEO is warranted (Item 12), although the following concerns are raised: * The Vice-CEO's employment contract has not been canceled (only suspended); * Part of his termination agreement is contractual and without performance conditions; * The performance conditions attached to the other part of his termination payment could lead to a pay for failure situation; * The post mandate LTIP is left to the Board's discretion; and * The presence condition attached to the LTIP is automatically fulfilled upon the executives' retirement. The main reason for support is: * If rejected, the company would revert to the previously voted policy that contains the same issues as above.</i></p>					
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Fiserv, Inc.

Meeting Date: 05/17/2023

Record Date: 03/20/2023

Primary Security ID: 337738108

Country: USA

Meeting Type: Annual

Ticker: FISV

Shares Voted: 77,345

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 Henrique de Castro	Mgmt	For	For	For
1.3	Elect Director Harry F. DiSimone	Mgmt	For	For	For
1.4	Elect Director Dylan G. Haggart	Mgmt	For	For	For
1.5	Elect Director Wafaa Mamilli	Mgmt	For	For	For
1.6	Elect Director Heidi G. Miller	Mgmt	For	For	For
1.7	Elect Director Doyle R. Simons	Mgmt	For	For	For
1.8	Elect Director Kevin M. Warren	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chairman	SH	Against	Against	For

Fresenius SE & Co. KGaA

Meeting Date: 05/17/2023

Record Date: 04/25/2023

Primary Security ID: D27348263

Country: Germany

Meeting Type: Annual

Ticker: FRE

Shares Voted: 67,230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	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 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Gamma Communications Plc

Meeting Date: 05/17/2023

Country: United Kingdom

Ticker: GAMA

Record Date: 05/15/2023

Meeting Type: Annual

Primary Security ID: G371B3109

Shares Voted: 2,171,618

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 Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	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	Elect Rachel Addison as Director	Mgmt	For	For	For
7	Elect Shaun Gregory as Director	Mgmt	For	For	For
8	Re-elect Richard Last as Director	Mgmt	For	For	For
9	Re-elect Andrew Belshaw as Director	Mgmt	For	For	For
10	Re-elect William Castell as Director	Mgmt	For	For	For
11	Re-elect Charlotta Ginman as Director	Mgmt	For	For	For
12	Re-elect Henrietta Marsh as Director	Mgmt	For	For	For
13	Re-elect Xavier Robert 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	Approve Long Term Incentive Plan	Mgmt	For	For	For

Halliburton Company

Meeting Date: 05/17/2023

Record Date: 03/20/2023

Primary Security ID: 406216101

Country: USA

Meeting Type: Annual

Ticker: HAL

Shares Voted: 260,649

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	For	For
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For
1e	Elect Director Milton Carroll	Mgmt	For	For	For
1f	Elect Director Earl M. Cummings	Mgmt	For	For	For
1g	Elect Director Murry S. Gerber	Mgmt	For	For	For
1h	Elect Director Robert A. Malone	Mgmt	For	For	For
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1j	Elect Director Bhavesh V. (Bob) Patel	Mgmt	For	For	For
1k	Elect Director Maurice S. Smith	Mgmt	For	For	For
1l	Elect Director Janet L. Weiss	Mgmt	For	For	For
1m	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	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Amend Certificate of Incorporation	Mgmt	For	For	For

KION GROUP AG

Meeting Date: 05/17/2023

Record Date: 04/25/2023

Primary Security ID: D4S14D103

Country: Germany

Meeting Type: Annual

Ticker: KGX

Shares Voted: 21,544

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.19 per Share	Mgmt	For	For	For

KION GROUP AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG 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
6	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * While targets for the vested 2020-2022 LTI tranche were not achieved, one former executive received a payout for said tranche at 100 percent while all other executives received 0 percent. We also note that the former executive's LTI was only measured over a 2.5-year period. * One executive received a large base salary increase for which no compelling rationale has been provided.					
7	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For
8	Elect Nicolas Peter to the Supervisory Board	Mgmt	For	For	For

Mondelez International, Inc.

Meeting Date: 05/17/2023	Country: USA	Ticker: MDLZ
Record Date: 03/08/2023	Meeting Type: Annual	
Primary Security ID: 609207105		

Shares Voted: 212,104

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 Jorge S. Mesquita	Mgmt	For	For	For
1e	Elect Director Anindita Mukherjee	Mgmt	For	For	For
1f	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	For
1g	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1h	Elect Director Michael A. Todman	Mgmt	For	For	For
1i	Elect Director Dirk Van de Put	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	Require Independent Board Chair	SH	Against	Against	For
6	Report on 2025 Cage-Free Egg Goal	SH	Against	Against	Against

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	Against	Against

Munters Group AB

Meeting Date: 05/17/2023Country: SwedenTicker: MTRS

Record Date: 05/09/2023Meeting Type: Annual

Primary Security ID: W5S77G155

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	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Designate Inspector(s) of Minutes of Meeting	Mgmt			
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 0.95 Per Share	Mgmt	For	For	Do Not Vote
10.a	Approve Discharge of Hakan Buskhe	Mgmt	For	For	Do Not Vote
10.b	Approve Discharge of Helen Fasth Gillstedt	Mgmt	For	For	Do Not Vote
10.c	Approve Discharge of Klas Forsstrom	Mgmt	For	For	Do Not Vote
10.d	Approve Discharge of Per Hallius	Mgmt	For	For	Do Not Vote
10.e	Approve Discharge of Simon Henriksson	Mgmt	For	For	Do Not Vote
10.f	Approve Discharge of Maria Hakansson	Mgmt	For	For	Do Not Vote
10.g	Approve Discharge of Tor Jansson	Mgmt	For	For	Do Not Vote
10.h	Approve Discharge of Magnus Lindquist	Mgmt	For	For	Do Not Vote
10.i	Approve Discharge of Anders Lindqvist	Mgmt	For	For	Do Not Vote

Munters Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.j	Approve Discharge of Magnus Nicolin	Mgmt	For	For	Do Not Vote
10.k	Approve Discharge of Lena Olving	Mgmt	For	For	Do Not Vote
10.l	Approve Discharge of Kristian Sildeby	Mgmt	For	For	Do Not Vote
10.m	Approve Discharge of Juan Vargues	Mgmt	For	For	Do Not Vote
10.n	Approve Discharge of Robert Wahlgren	Mgmt	For	For	Do Not Vote
10.o	Approve Discharge of Anna Westerberg	Mgmt	For	For	Do Not Vote
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
12	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chair and SEK 464,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
13.a	Reelect Helen Fasth Gillstedt as Director	Mgmt	For	For	Do Not Vote
13.b	Reelect Maria Hakansson as Director	Mgmt	For	For	Do Not Vote
13.c	Reelect Anders Lindqvist as Director	Mgmt	For	For	Do Not Vote
13.d	Reelect Magnus Nicolin as Director	Mgmt	For	For	Do Not Vote
13.e	Reelect Kristian Sildeby as Director	Mgmt	For	For	Do Not Vote
13.f	Reelect Anna Westerberg as Director	Mgmt	For	For	Do Not Vote
13.g	Elect Sabine Simeon-Aissaoui as New Director	Mgmt	For	For	Do Not Vote
14	Reelect Magnus Nicolin as Board Chair	Mgmt	For	For	Do Not Vote
15	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Do Not Vote
17	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
18	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	Do Not Vote
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
20	Close Meeting	Mgmt			

Meeting Date: 05/17/2023	Country: Finland	Ticker: SAMPO
Record Date: 05/05/2023	Meeting Type: Annual	
Primary Security ID: X75653109		

Shares Voted: 43,187

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 2.60 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 228,000 for Chair and EUR 101,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Ten	Mgmt	For	For	For
13	Reelect Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Steve Langan, Risto Murto and Markus Rauramo as Directors; Elect Antti Makinen and Annica Witschard as New Director	Mgmt	For	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify Deloitte as Auditor	Mgmt	For	For	For
16	Approve Demerger Plan	Mgmt	For	For	For
17	Amend Articles Re: Business Area of the Company; Classes of Shares; Annual General Meeting	Mgmt	For	For	For
18	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST the proposed article amendments is warranted because the new articles provide the possibility for virtual-only shareholder meetings. 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.

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Authorize Board of Directors to resolve upon a Share Issue without Payment	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Savills Plc

Meeting Date: 05/17/2023

Country: United Kingdom

Ticker: SVS

Record Date: 05/15/2023

Meeting Type: Annual

Primary Security ID: G78283119

Shares Voted: 110,459

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 Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Nicholas Ferguson as Director	Mgmt	For	For	For
5	Re-elect Mark Ridley as Director	Mgmt	For	For	For
6	Re-elect Simon Shaw as Director	Mgmt	For	For	For
7	Re-elect Stacey Cartwright as Director	Mgmt	For	For	For
8	Re-elect Florence Tondy-Melique as Director	Mgmt	For	For	For
9	Re-elect Dana Roffman as Director	Mgmt	For	For	For
10	Re-elect Philip Lee as Director	Mgmt	For	For	For
11	Re-elect Richard Orders as Director	Mgmt	For	For	For
12	Elect Marcus Sperber 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

Meeting Date: 05/17/2023Country: JerseyTicker: TCAP

Record Date: 05/15/2023Meeting Type: Annual

Primary Security ID: G8963N100

Shares Voted: 739,976

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 Richard Berliand as Director	Mgmt	For	For	For
5	Re-elect Nicolas Breteau as Director	Mgmt	For	For	For
6	Re-elect Kath Cates as Director	Mgmt	For	For	For
7	Re-elect Tracy Clarke as Director	Mgmt	For	For	For
8	Re-elect Angela Crawford-Ingle as Director	Mgmt	For	For	For
9	Re-elect Michael Heaney as Director	Mgmt	For	For	For
10	Re-elect Mark Hemsley as Director	Mgmt	For	For	For
11	Re-elect Louise Murray as Director	Mgmt	For	For	For
12	Re-elect Edmund Ng as Director	Mgmt	For	For	For
13	Re-elect Philip Price as Director	Mgmt	For	For	For
14	Re-elect Robin Stewart 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
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 Hold Any Repurchased Shares as Treasury Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/17/2023

Country: USA

Ticker: VRTX

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: 92532F100

Shares Voted: 19,975

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 Jeffrey Leiden	Mgmt	For	For	For
1.7	Elect Director Diana McKenzie	Mgmt	For	For	For
1.8	Elect Director Bruce Sachs	Mgmt	For	For	For
1.9	Elect Director Suketu 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Vonovia SE

Meeting Date: 05/17/2023

Country: Germany

Ticker: VNA

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: D9581T100

Shares Voted: 15,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023 and for the First Quarter of Fiscal Year 2024	Mgmt	For	For	For

Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Decrease in Size of Supervisory Board to Ten Members	Mgmt	For	For	For
8	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For
9.1	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	For	For
9.2	Elect Vitus Eckert to the Supervisory Board	Mgmt	For	For	For
9.3	Elect Florian Funck to the Supervisory Board	Mgmt	For	For	For
9.4	Elect Ariane Reinhart to the Supervisory Board	Mgmt	For	For	For
9.5	Elect Daniela Markotten to the Supervisory Board	Mgmt	For	For	For
9.6	Elect Ute Geipel-Faber to the Supervisory Board	Mgmt	For	For	For
9.7	Elect Hildegard Mueller to the Supervisory Board	Mgmt	For	For	For
9.8	Elect Christian Ulbrich to the Supervisory Board	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
11	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/17/2023

Country: USA

Ticker: WAB

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 929740108

Shares Voted: 84,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rafael Santana	Mgmt	For	For	For
1b	Elect Director Lee C. Banks	Mgmt	For	For	For
1c	Elect Director Byron S. Foster	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

Meeting Date: 05/17/2023

Record Date: 05/15/2023

Primary Security ID: G9788D103

Country: Jersey

Meeting Type: Annual

Ticker: WPP

Shares Voted: 1,308,107

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	Approve Directors' Compensation Policy	Mgmt	For	For	For
5	Elect Joanne Wilson as Director	Mgmt	For	For	For
6	Re-elect Angela Ahrendts as Director	Mgmt	For	For	For
7	Re-elect Simon Dingemans as Director	Mgmt	For	For	For
8	Re-elect Sandrine Dufour as Director	Mgmt	For	For	For
9	Re-elect Tom Ilube as Director	Mgmt	For	For	For
10	Re-elect Roberto Quarta as Director	Mgmt	For	For	For
11	Re-elect Mark Read as Director	Mgmt	For	For	For
12	Re-elect Cindy Rose as Director	Mgmt	For	For	For
13	Re-elect Keith Weed as Director	Mgmt	For	For	For
14	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For
15	Re-elect Ya-Qin Zhang 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 Issue of Equity	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary 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

Meeting Date: 05/18/2023

Record Date: 03/27/2023

Primary Security ID: 02209S103

Country: USA

Meeting Type: Annual

Ticker: MO

Shares Voted: 124,140

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 Jacinto J. Hernandez	Mgmt	For	For	For
1f	Elect Director Debra J. Kelly-Ennis	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against	Against
6	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.

Amphenol Corporation

Meeting Date: 05/18/2023Country: USATicker: APH

Record Date: 03/20/2023Meeting Type: Annual

Primary Security ID: 032095101

Shares Voted: 30,370

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 David P. Falck	Mgmt	For	For	For
1.3	Elect Director Edward G. Jepsen	Mgmt	For	For	For
1.4	Elect Director Rita S. Lane	Mgmt	For	For	For

Amphenol Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.6	Elect Director Martin H. Loeffler	Mgmt	For	For	For
1.7	Elect Director R. Adam Norwitt	Mgmt	For	For	For
1.8	Elect Director Prahlad Singh	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Political Contributions and Expenditures	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as increased disclosure of the company's indirect political contributions through trade associations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.

AT&T Inc.

Meeting Date: 05/18/2023Country: USATicker: T

Record Date: 03/20/2023Meeting Type: Annual

Primary Security ID: 00206R102

Shares Voted: 632,629

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	For	For
1.2	Elect Director Glenn H. Hutchins	Mgmt	For	For	For
1.3	Elect Director William E. Kennard	Mgmt	For	For	For
1.4	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1.5	Elect Director Michael B. McCallister	Mgmt	For	For	For
1.6	Elect Director Beth E. Mooney	Mgmt	For	For	For
1.7	Elect Director Matthew K. Rose	Mgmt	For	For	For
1.8	Elect Director John T. Stankey	Mgmt	For	For	For
1.9	Elect Director Cynthia B. Taylor	Mgmt	For	For	For
1.10	Elect Director Luis A. Ubinas	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 continuation of independent oversight in the form of an independent chair. 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 maintain 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 long-term.					
6	Commission Third Party Racial Equity Audit	SH	Against	Against	Against

Convatec Group Plc

Meeting Date: 05/18/2023Country: United KingdomTicker: CTEC

Record Date: 05/16/2023Meeting Type: Annual

Primary Security ID: G23969101

Shares Voted: 15,944,830

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 John McAdam as Director	Mgmt	For	For	For
6	Re-elect Karim Bitar as Director	Mgmt	For	For	For
7	Re-elect Jonny Mason as Director	Mgmt	For	For	For
8	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
9	Re-elect Brian May as Director	Mgmt	For	For	For
10	Re-elect Constantin Coussios as Director	Mgmt	For	For	For
11	Re-elect Heather Mason as Director	Mgmt	For	For	For
12	Re-elect Kim Lody as Director	Mgmt	For	For	For
13	Re-elect Sharon O'Keefe as Director	Mgmt	For	For	For
14	Re-elect Sten Scheibye 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

Convatec Group 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

CVS Health Corporation

Meeting Date: 05/18/2023	Country: USA	Ticker: CVS
Record Date: 03/20/2023	Meeting Type: Annual	
Primary Security ID: 126650100		

Shares Voted: 109,437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	For	For	For
1b	Elect Director Jeffrey R. Balser	Mgmt	For	For	For
1c	Elect Director C. David Brown, II	Mgmt	For	For	For
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	For
1e	Elect Director Nancy-Ann M. DeParle	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Anne M. Finucane	Mgmt	For	For	For
1h	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1i	Elect Director Karen S. Lynch	Mgmt	For	For	For
1j	Elect Director Jean-Pierre Millon	Mgmt	For	For	For
1k	Elect Director Mary L. Schapiro	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt a Paid Sick Leave Policy	SH	Against	Against	Against
6	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.					
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	Against	Against
9	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against

Elanco Animal Health Incorporated

Meeting Date: 05/18/2023	Country: USA	Ticker: ELAN
Record Date: 03/20/2023	Meeting Type: Annual	
Primary Security ID: 28414H103		

Shares Voted: 526,290					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Harrington	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST all director nominees is warranted for failing to adequately respond to the lack of majority support for directors Kapila Anand and Lawrence Kurzius at the 2022 annual meeting A vote AGAINST for governance committee members R. David Hoover and Deborah Kochevar is warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws. A vote AGAINST governance committee chair R. David Hoover is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impact shareholder rights.					
1b	Elect Director R. David Hoover	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST all director nominees is warranted for failing to adequately respond to the lack of majority support for directors Kapila Anand and Lawrence Kurzius at the 2022 annual meeting A vote AGAINST for governance committee members R. David Hoover and Deborah Kochevar is warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws. A vote AGAINST governance committee chair R. David Hoover is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impact shareholder rights.					
1c	Elect Director Deborah T. Kochevar	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST all director nominees is warranted for failing to adequately respond to the lack of majority support for directors Kapila Anand and Lawrence Kurzius at the 2022 annual meeting A vote AGAINST for governance committee members R. David Hoover and Deborah Kochevar is warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws. A vote AGAINST governance committee chair R. David Hoover is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impact shareholder rights.					
1d	Elect Director Kirk P. McDonald	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST all director nominees is warranted for failing to adequately respond to the lack of majority support for directors Kapila Anand and Lawrence Kurzius at the 2022 annual meeting A vote AGAINST for governance committee members R. David Hoover and Deborah Kochevar is warranted for a material governance failure. The company's governing documents do not permit shareholders to amend the bylaws. A vote AGAINST governance committee chair R. David Hoover is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impact shareholder rights.					
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 Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

Genuit Group Plc

Meeting Date: 05/18/2023

Record Date: 05/16/2023

Primary Security ID: G7179X100

Country: United Kingdom

Meeting Type: Annual

Ticker: GEN

Shares Voted: 6,663,072

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 Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Shatish Dasani as Director	Mgmt	For	For	For
5	Re-elect Joe Vohih as Director	Mgmt	For	For	For
6	Re-elect Paul James as Director	Mgmt	For	For	For
7	Re-elect Kevin Boyd as Director	Mgmt	For	For	For
8	Re-elect Mark Hammond as Director	Mgmt	For	For	For
9	Re-elect Louise Brooke-Smith as Director	Mgmt	For	For	For
10	Re-elect Lisa Scenna 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 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

Hilton Worldwide Holdings Inc.

Meeting Date: 05/18/2023

Record Date: 03/24/2023

Primary Security ID: 43300A203

Country: USA

Meeting Type: Annual

Ticker: HLT

Shares Voted: 17,456

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For	For

Hilton Worldwide Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Legal & General Group Plc

Meeting Date: 05/18/2023	Country: United Kingdom	Ticker: LGEN
Record Date: 05/16/2023	Meeting Type: Annual	
Primary Security ID: G54404127		

Shares Voted: 23,980,430

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 Climate Transition Plan	Mgmt	For	For	For
4	Elect Carolyn Johnson as Director	Mgmt	For	For	For
5	Elect Tushar Morzaria as Director	Mgmt	For	For	For
6	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For
7	Re-elect Nilufer Von Bismarck as Director	Mgmt	For	For	For
8	Re-elect Philip Broadley as Director	Mgmt	For	For	For
9	Re-elect Jeff Davies as Director	Mgmt	For	For	For
10	Re-elect Sir John Kingman as Director	Mgmt	For	For	For
11	Re-elect Lesley Knox as Director	Mgmt	For	For	For
12	Re-elect George Lewis as Director	Mgmt	For	For	For
13	Re-elect Ric Lewis as Director	Mgmt	For	For	For
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For
15	Re-elect Sir Nigel Wilson as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

Legal & General Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Remuneration Policy	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For
20	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
23	Authorise UK Political Donations and Expenditure	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 Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Lloyds Banking Group Plc

Meeting Date: 05/18/2023

Record Date: 05/16/2023

Primary Security ID: G5533W248

Country: United Kingdom

Meeting Type: Annual

Ticker: LLOY

Shares Voted: 144,583,792

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 Cathy Turner as Director	Mgmt	For	For	For
3	Elect Scott Wheway as Director	Mgmt	For	For	For
4	Re-elect Robin Budenberg as Director	Mgmt	For	For	For
5	Re-elect Charlie Nunn as Director	Mgmt	For	For	For
6	Re-elect William Chalmers as Director	Mgmt	For	For	For
7	Re-elect Alan Dickinson as Director	Mgmt	For	For	For
8	Re-elect Sarah Legg as Director	Mgmt	For	For	For

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Lord Lupton as Director	Mgmt	For	For	For
10	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
11	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For
12	Re-elect Catherine Woods as Director	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Final Dividend	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	Approve Long-Term Incentive Plan	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 in Relation to the Issue of Regulatory Capital Convertible Instruments	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
24	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/18/2023

Record Date: 03/20/2023

Primary Security ID: 571748102

Country: USA

Meeting Type: Annual

Ticker: MMC

Shares Voted: 48,216

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director John Q. Doyle	Mgmt	For	For	For
1c	Elect Director Hafize Gaye Erkan	Mgmt	For	For	For
1d	Elect Director Oscar Fanjul	Mgmt	For	For	For
1e	Elect Director H. Edward Hanway	Mgmt	For	For	For
1f	Elect Director Judith Hartmann	Mgmt	For	For	For
1g	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1h	Elect Director Tamara Ingram	Mgmt	For	For	For
1i	Elect Director Jane H. Lute	Mgmt	For	For	For
1j	Elect Director Steven A. Mills	Mgmt	For	For	For
1k	Elect Director Bruce P. Nolop	Mgmt	For	For	For
1l	Elect Director Morton O. Schapiro	Mgmt	For	For	For
1m	Elect Director Lloyd M. Yates	Mgmt	For	For	For
1n	Elect Director Ray G. Young	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A qualitative review of incentive pay programs reveals mostly positive features, though certain aspects of disclosure could be improved. However, there are significant concerns regarding the committee's decision to amend the CEO's outstanding PSU awards in connection with his announced retirement. This discretionary decision provides more favorable vesting treatment of his outstanding awards and resulted in an incremental value disclosure of more than \$7 million and total CEO pay that is outsized at more than \$32 million. Recent enhancements to retirement benefits are considered a problematic practice and the committee has not disclosed a compelling rationale. In light of this concern, a vote AGAINST this proposal is warranted.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Merchants Trust PLC

Meeting Date: 05/18/2023Country: United KingdomTicker: MRCH

Record Date: 05/16/2023Meeting 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

Merchants Trust PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Mary Ann Sieghart as Director	Mgmt	For	For	For
7	Re-elect Sybella Stanley as Director	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration Implementation Report	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

NextEra Energy, Inc.

Meeting Date: 05/18/2023

Record Date: 03/22/2023

Primary Security ID: 65339F101

Country: USA

Meeting Type: Annual

Ticker: NEE

Shares Voted: 149,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For	For
1b	Elect Director Sherry S. Barrat	Mgmt	For	For	For
1c	Elect Director James L. Camaren	Mgmt	For	For	For
1d	Elect Director Kenneth B. Dunn	Mgmt	For	For	For
1e	Elect Director Naren K. Gursahaney	Mgmt	For	For	For
1f	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1g	Elect Director John W. Ketchum	Mgmt	For	For	For
1h	Elect Director Amy B. Lane	Mgmt	For	For	For
1i	Elect Director David L. Porges	Mgmt	For	For	For
1j	Elect Director Deborah "Dev" Stahlkopf	Mgmt	For	For	For
1k	Elect Director John A. Stall	Mgmt	For	For	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Deloitte & Touche 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

NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Disclose Board Skills and Diversity Matrix	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted for the following reasons: * A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of NextEra's board and to evaluate its director nominees; and * A growing number of large companies are providing a board skills matrix.					

Otis Worldwide Corporation

Meeting Date: 05/18/2023	Country: USA	Ticker: OTIS
Record Date: 03/20/2023	Meeting Type: Annual	
Primary Security ID: 68902V107		

Shares Voted: 32,394					
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 Nelda J. Connors	Mgmt	For	For	For
1c	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1d	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
1e	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1f	Elect Director Judith F. Marks	Mgmt	For	For	For
1g	Elect Director Harold W. McGraw, III	Mgmt	For	For	For
1h	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1i	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1j	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
4	Require Independent Board Chair	SH	Against	Against	For

St. James's Place Plc

Meeting Date: 05/18/2023	Country: United Kingdom	Ticker: STJ
Record Date: 05/16/2023	Meeting Type: Annual	
Primary Security ID: G5005D124		

Shares Voted: 3,182,534					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

St. James's Place Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted: * Material concerns have been identified in respect of the vesting of the 2020 LTIP award, which is judged to have significantly benefitted from 'windfall gains'. The share price used to determine the grant value was briefly impacted by the material uncertainty brought about the COVID-19 pandemic, leading to an increased number of shares being granted to cover the award. However, no amendment to the award at grant or vesting has been made and the Company's explanation is not considered to be sufficiently compelling.					
5	Re-elect Andrew Croft as Director	Mgmt	For	For	For
6	Re-elect Craig Gentle as Director	Mgmt	For	For	For
7	Re-elect Emma Griffin as Director	Mgmt	For	For	For
8	Re-elect Rosemary Hilary 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	Re-elect John Hitchens as Director	Mgmt	For	For	For
12	Elect Dominic Burke as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Group 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 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: 05/18/2023Country: USATicker: SYF

Record Date: 03/23/2023Meeting Type: Annual

Primary Security ID: 87165B103

Shares Voted: 269,183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	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

Synchrony Financial

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Roy A. Guthrie	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director P.W. "Bill" Parker	Mgmt	For	For	For
1i	Elect Director Laurel J. Richie	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 KPMG LLP as Auditors	Mgmt	For	For	For

The Charles Schwab Corporation

Meeting Date: 05/18/2023Country: USATicker: SCHW

Record Date: 03/20/2023Meeting Type: Annual

Primary Security ID: 808513105

Shares Voted: 174,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For
1b	Elect Director Frank C. Herringer	Mgmt	For	For	For
1c	Elect Director Gerri K. Martin-Flickinger	Mgmt	For	For	For
1d	Elect Director Todd M. Ricketts	Mgmt	For	For	For
1e	Elect Director Carolyn Schwab-Pomerantz	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on 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 initiatives to encourage diversity, inclusion, and non-discriminatory treatment.					
6	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against	Against

The Home Depot, Inc.

Meeting Date: 05/18/2023Country: USATicker: HD

Record Date: 03/20/2023Meeting Type: Annual

Primary Security ID: 437076102

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
1l	Elect Director Paula Santilli	Mgmt	For	For	For
1m	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that a reduction in the ownership threshold would provide a more meaningful written consent right for shareholders.					
6	Require Independent Board Chair	SH	Against	Against	For
7	Report on Political Expenditures Congruence	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.					
8	Rescind 2022 Racial Equity Audit Proposal	SH	Against	Against	Against
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Against	Against	Against

The UNITE Group Plc

Meeting Date: 05/18/2023	Country: United Kingdom	Ticker: UTG
Record Date: 05/16/2023	Meeting Type: Annual	
Primary Security ID: G9283N101		

The UNITE Group Plc

Shares Voted: 2,308,603

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 Richard Huntingford as Director	Mgmt	For	For	For
5	Re-elect Richard Smith as Director	Mgmt	For	For	For
6	Re-elect Joe Lister as Director	Mgmt	For	For	For
7	Re-elect Ross Paterson as Director	Mgmt	For	For	For
8	Re-elect Ilaria del Beato as Director	Mgmt	For	For	For
9	Re-elect Dame Shirley Pearce as Director	Mgmt	For	For	For
10	Re-elect Thomas Jackson as Director	Mgmt	For	For	For
11	Re-elect Sir Steve Smith as Director	Mgmt	For	For	For
12	Elect Nicola Dulieu as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit & 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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Union Pacific Corporation

Meeting Date: 05/18/2023

Record Date: 03/17/2023

Primary Security ID: 907818108

Country: USA

Meeting Type: Annual

Ticker: UNP

Shares Voted: 61,539

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

Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against
6	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
7	Adopt a Paid Sick Leave Policy	SH	Against	Against	Against

Yum! Brands, Inc.

Meeting Date: 05/18/2023

Record Date: 03/20/2023

Primary Security ID: 988498101

Country: USA

Meeting Type: Annual

Ticker: YUM

Shares Voted: 70,264

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
1g	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1h	Elect Director Thomas C. Nelson	Mgmt	For	For	For
1i	Elect Director P. Justin Skala	Mgmt	For	For	For
1j	Elect Director Annie Young-Scrivner	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Yum! Brands, 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce its plastics use by shifting away from single-use packaging more aggressively would allow shareholders to better assess the company's related risk management.					
6	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 payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.					
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
8	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.					
9	Report on Paid Sick Leave	SH	Against	Against	Against

Amgen Inc.

Meeting Date: 05/19/2023	Country: USA	Ticker: AMGN
Record Date: 03/20/2023	Meeting Type: Annual	
Primary Security ID: 031162100		

Shares Voted: 59,948

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 Michael V. Drake	Mgmt	For	For	For
1d	Elect Director Brian J. Druker	Mgmt	For	For	For
1e	Elect Director Robert A. Eckert	Mgmt	For	For	For
1f	Elect Director Greg C. Garland	Mgmt	For	For	For
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1h	Elect Director S. Omar Ishrak	Mgmt	For	For	For
1i	Elect Director Tyler Jacks	Mgmt	For	For	For
1j	Elect Director Ellen J. Kullman	Mgmt	For	For	For
1k	Elect Director Amy E. Miles	Mgmt	For	For	For
1l	Elect Director Ronald D. Sugar	Mgmt	For	For	For

Amgen Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director R. Sanders Williams	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Honeywell International Inc.

Meeting Date: 05/19/2023

Record Date: 03/24/2023

Primary Security ID: 438516106

Country: USA

Meeting Type: Annual

Ticker: HON

Shares Voted: 101,944

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 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 Vimal Kapur	Mgmt	For	For	For
1H	Elect Director Rose Lee	Mgmt	For	For	For
1I	Elect Director Grace Lieblein	Mgmt	For	For	For
1J	Elect Director Robin L. Washington	Mgmt	For	For	For
1K	Elect Director Robin Watson	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
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	Require Independent Board Chair	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The proposal is not overly prescriptive and would provide the board with the flexibility to implement it upon the next leadership transition, or after the board has determined that the upcoming CEO transition has been implemented successfully. Furthermore, following the upcoming leadership transition some shareholders may question whether the independent lead director will be able to serve as an effective counterbalance for both the CEO and executive chair.					
6	Issue Environmental Justice Report	SH	Against	Against	Against

Intercontinental Exchange, Inc.

Meeting Date: 05/19/2023

Record Date: 03/21/2023

Primary Security ID: 45866F104

Country: USA

Meeting Type: Annual

Ticker: ICE

Shares Voted: 132,760

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
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	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	Amend Right to Call Special Meeting	SH	Against	Against	Against

Morgan Stanley

Meeting Date: 05/19/2023

Record Date: 03/20/2023

Primary Security ID: 617446448

Country: USA

Meeting Type: Annual

Ticker: MS

Shares Voted: 86,313

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Stephen J. Luczo	Mgmt	For	For	For
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
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 a lower ownership threshold would provide for a more useful special meeting right for shareholders.					
6	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against	Against

Judges Scientific Plc

Meeting Date: 05/22/2023Country: United KingdomTicker: JDG

Record Date: 05/18/2023Meeting Type: Annual

Primary Security ID: G51983107

Shares Voted: 43,168

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 David Cicurel as Director	Mgmt	For	For	For
4	Elect Tim Prestidge as Director	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Reappoint BDO UK LLP as Auditors and Authorise Their Remuneration	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 Market Purchase of Shares	Mgmt	For	For	For

BioMarin Pharmaceutical Inc.

Meeting Date: 05/23/2023

Record Date: 03/27/2023

Primary Security ID: 09061G101

Country: USA

Meeting Type: Annual

Ticker: BMRN

Shares Voted: 44,016

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 on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

Envista Holdings Corporation

Meeting Date: 05/23/2023

Record Date: 03/27/2023

Primary Security ID: 29415F104

Country: USA

Meeting Type: Annual

Ticker: NVST

Shares Voted: 162,190

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 Barbara Hulit	Mgmt	For	For	For
1.3	Elect Director Amir Aghdaei	Mgmt	For	For	For
1.4	Elect Director Vivek Jain	Mgmt	For	For	For
1.5	Elect Director Daniel Raskas	Mgmt	For	Withhold	Withhold

Voting Policy Rationale: WITHHOLD votes are warranted for Daniel Raskas for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.

Envista Holdings Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

GE Healthcare Technologies, Inc.

Meeting Date: 05/23/2023	Country: USA	Ticker: GEHC
Record Date: 03/27/2023	Meeting Type: Annual	
Primary Security ID: 36266G107		

Shares Voted: 57,223

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 H. Lawrence Culp, Jr.	Mgmt	For	For	For
1c	Elect Director Rodney F. Hochman	Mgmt	For	For	For
1d	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1f	Elect Director Catherine Lesjak	Mgmt	For	For	For
1g	Elect Director Anne T. Madden	Mgmt	For	For	For
1h	Elect Director Tomislav Mihaljevic	Mgmt	For	For	For
1i	Elect Director William J. Stromberg	Mgmt	For	For	For
1j	Elect Director Phoebe L. Yang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Hilton Food Group Plc

Meeting Date: 05/23/2023	Country: United Kingdom	Ticker: HFG
Record Date: 05/19/2023	Meeting Type: Annual	
Primary Security ID: G4586W106		

Shares Voted: 1,742,010

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

Hilton Food Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Re-elect Robert Watson as Director	Mgmt	For	For	For
4	Re-elect Philip Heffer as Director	Mgmt	For	For	For
5	Re-elect Matt Osborne as Director	Mgmt	For	For	For
6	Re-elect Christine Cross as Director	Mgmt	For	For	For
7	Re-elect Angus Porter as Director	Mgmt	For	For	For
8	Re-elect Rebecca Shelley as Director	Mgmt	For	For	For
9	Re-elect Patricia Dimond 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	Approve Final Dividend	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

JTC Plc

Meeting Date: 05/23/2023

Record Date: 05/19/2023

Primary Security ID: G5211H117

Country: Jersey

Meeting Type: Annual

Ticker: JTC

Shares Voted: 160,226

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	Ratify PricewaterhouseCoopers CI LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Michael Liston as Director	Mgmt	For	For	For
7	Re-elect Nigel Le Quesne as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Martin Fotheringham as Director	Mgmt	For	For	For
9	Re-elect Wendy Holley as Director	Mgmt	For	For	For
10	Re-elect Dermot Mathias as Director	Mgmt	For	For	For
11	Re-elect Michael Gray as Director	Mgmt	For	For	For
12	Re-elect Erika Schraner as Director	Mgmt	For	For	For
13	Re-elect Kate Beauchamp 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

Merck & Co., Inc.

Meeting Date: 05/23/2023Country: USATicker: MRK

Record Date: 03/24/2023Meeting Type: Annual

Primary Security ID: 58933Y105

Shares Voted: 253,509

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 Thomas H. Glocer	Mgmt	For	For	For
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For
1j	Elect Director Christine E. Seidman	Mgmt	For	For	For
1k	Elect Director Inge G. Thulin	Mgmt	For	For	For
1l	Elect Director Kathy J. Warden	Mgmt	For	For	For
1m	Elect Director Peter C. Wendell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Report on Access to COVID-19 Products	SH	Against	For	For
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.					
7	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	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 anti-competitive practices.					
9	Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Against	Against	Against
10	Require Independent Board Chair	SH	Against	Against	For

Orange SA

Meeting Date: 05/23/2023	Country: France	Ticker: ORA
Record Date: 05/19/2023	Meeting Type: Annual/Special	
Primary Security ID: F6866T100		

Shares Voted: 101,620

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 0.70 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 Anne Lange as Director	Mgmt	For	For	For
6	Reelect Anne-Gabrielle Heilbronner as Director	Mgmt	For	For	For
7	Reelect Alexandre Bompard as Director	Mgmt	For	For	For
8	Elect Momar Nguer as Director	Mgmt	For	For	For
9	Elect Gilles Grapinet as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022	Mgmt	For	For	For
12	Approve Compensation of Stephane Richard, Chairman of the Board from April 4, 2022 to May 19, 2022	Mgmt	For	For	For
13	Approve Compensation of Christel Heydemann, CEO since April 4 2022	Mgmt	For	For	For
14	Approve Compensation of Jacques Aschenbroich, Chairman of the Board since May 19, 2022	Mgmt	For	For	For
15	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Directors	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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	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 20-22	Mgmt	For	For	For
24	Authorize Capital Increase of Up to EUR 1 Billion 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	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	Mgmt	For	For	For
27	Authorize up to 0.08 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposals Submitted by Fonds Commun de Placement d Entreprise Orange Actions	Mgmt			
A	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against	Against
B	Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	SH	Against	Against	Against
C	Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	SH	Against	Against	Against
D	Amending Item 27 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	SH	Against	Against	Against

Shell Plc

Meeting Date: 05/23/2023	Country: United Kingdom	Ticker: SHEL
Record Date: 05/19/2023	Meeting Type: Annual	
Primary Security ID: G80827101		

Shares Voted: 9,681,745

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 Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Wael Sawan as Director	Mgmt	For	For	For
5	Elect Cyrus Taraporevala as Director	Mgmt	For	For	For
6	Elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
7	Elect Leena Srivastava as Director	Mgmt	For	For	For

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
9	Re-elect Dick Boer as Director	Mgmt	For	For	For
10	Re-elect Neil Carson as Director	Mgmt	For	For	For
11	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
12	Re-elect Jane Lute as Director	Mgmt	For	For	For
13	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
14	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For
15	Re-elect Abraham Schot as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young 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 Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
23	Adopt New Articles of Association	Mgmt	For	For	For
24	Approve Share Plan	Mgmt	For	For	For
25	Approve the Shell Energy Transition Progress	Mgmt	For	For	For
26	Shareholder Proposal	Mgmt			
	Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	Against	Against

Societe Generale SA

Meeting Date: 05/23/2023	Country: France	Ticker: GLE
Record Date: 05/19/2023	Meeting Type: Annual/Special	
Primary Security ID: F8591M517		

Shares Voted: 69,696

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

Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Treatment of Losses and Dividends of EUR 1.70 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 Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Frederic Oudea, CEO	Mgmt	For	For	For
11	Approve Compensation of Philippe Aymerich, Vice-CEO	Mgmt	For	For	For
12	Approve Compensation of Diony Lebot, Vice-CEO	Mgmt	For	For	For
13	Approve the Aggregate Remuneration Granted in 2022 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For
14	Elect Slawomir Krupa as Director	Mgmt	For	For	For
15	Elect Beatrice Cossa-Dumurgier as Director Following Resignation of Juan Maria Nin Genova	Mgmt	For	For	For
16	Elect Ulrika Ekman as Director	Mgmt	For	For	For
17	Elect Benoit de Ruffray 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	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Amend Article 7 of Bylaws Re: Representative of Employee Shareholders Length of Term	Mgmt	For	For	For
21	Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

The Pebble Group Plc

Meeting Date: 05/23/2023

Record Date: 05/19/2023

Primary Security ID: G0809Q108

Country: United Kingdom

Meeting Type: Annual

Ticker: PEBB

Shares Voted: 565,539

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	Approve Final Dividend	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

The Restaurant Group Plc

Meeting Date: 05/23/2023

Record Date: 05/19/2023

Primary Security ID: G7535J118

Country: United Kingdom

Meeting Type: Annual

Ticker: RTN

Shares Voted: 4,747,504

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

The Restaurant Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Despite significant fall in share price and what appears to be an unsatisfactory performance per the Board's own assessment (based on nil bonus payout related to financial goals), the award level under the RSP has been broadly maintained at 100% of salary. This has the potential to fray the alignment between shareholders and executives. It also creates an opportunity for windfall gains, should the share price recover.					
4	Approve Deferred Share Bonus Plan	Mgmt	For	For	For
5	Approve Savings-Related Share Option Scheme	Mgmt	For	For	For
6	Re-elect Ken Hanna as Director	Mgmt	For	For	For
7	Re-elect Andy Hornby as Director	Mgmt	For	For	For
8	Re-elect Kirk Davis as Director	Mgmt	For	For	For
9	Re-elect Graham Clemett as Director	Mgmt	For	For	For
10	Re-elect Zoe Morgan as Director	Mgmt	For	For	For
11	Re-elect Alex Gersh as Director	Mgmt	For	For	For
12	Elect Loraine Woodhouse 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

4imprint Group Plc

Meeting Date: 05/24/2023	Country: United Kingdom	Ticker: FOUR
Record Date: 05/22/2023	Meeting Type: Annual	
Primary Security ID: G36555103		

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

4imprint Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Special Dividend	Mgmt	For	For	For
5	Re-elect Lindsay Beardsell as Director	Mgmt	For	For	For
6	Re-elect Charles Brady as Director	Mgmt	For	For	For
7	Re-elect John Gibney as Director	Mgmt	For	For	For
8	Re-elect Kevin Lyons-Tarr as Director	Mgmt	For	For	For
9	Re-elect Paul Moody as Director	Mgmt	For	For	For
10	Re-elect Jaz Patel as Director	Mgmt	For	For	For
11	Re-elect David Seekings as Director	Mgmt	For	For	For
12	Re-elect Christina Southall 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 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

Amazon.com, Inc.

Meeting Date: 05/24/2023

Record Date: 03/30/2023

Primary Security ID: 023135106

Country: USA

Meeting Type: Annual

Ticker: AMZN

Shares Voted: 727,770

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	Against	Against
Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.					
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Judith A. McGrath	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i>					
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 Ratification of 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. Following last year's low say-on-pay vote, the compensation committee engaged with shareholders, disclosed specific feedback, and provided further details surrounding the company's compensation programs and long-term strategy. However, the company did not make material changes to the compensation program to address shareholder concerns. In addition, while CEO Jassy's pay declined following the prior year's mega promotion award, consisting only of base salary and certain perquisites, a review of the pay program reveals persistent concerning features. Specifically, compensation for other NEOs consisted primarily of time-vesting restricted shares, with incentive programs lacking objective performance metrics and quantified goals. In addition, the magnitude of an NEO's recent \$41 million grant is concerning, as it comes only one year after he received an \$81 million sign-on grant.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
7	Report on Customer Due Diligence	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>					
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	Against	Against	Against
9	Report on Government Take Down Requests	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.</i>					
11	Publish a Tax Transparency Report	SH	Against	Against	Against
12	Report on Climate Lobbying	SH	Against	For	For
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
<i>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.</i>					
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
16	Commission Third Party Assessment on Company's Commitment to 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.					
17	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against
18	Report on Animal Welfare Standards	SH	Against	Against	Against
19	Establish a Public Policy Committee	SH	Against	Against	Against
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the company continues to face significant controversies related to the treatment of its employees and the proposal would give the board more options for nominating director candidates that it considers could help it in considering worker grievances, potentially reducing risks of reputational damage and protecting shareholder value in the long-term, but without being overly prescriptive. It is not asking for an employee representative on the board, but a policy to include hourly workers among the list of candidates the Nominating and Governance Committee considers for open board positions.					
21	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.					
22	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 is managing risks related to the creation of plastic waste.					
23	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.					

American Tower Corporation

Meeting Date: 05/24/2023	Country: USA	Ticker: AMT
Record Date: 03/27/2023	Meeting Type: Annual	
Primary Security ID: 03027X100		

Shares Voted: 61,170

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

American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Bruce L. Tanner	Mgmt	For	For	For
1l	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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

BlackRock, Inc.

Meeting Date: 05/24/2023	Country: USA	Ticker: BLK
Record Date: 03/30/2023	Meeting Type: Annual	
Primary Security ID: 09247X101		

Shares Voted: 18,325

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 William E. Ford	Mgmt	For	For	For
1e	Elect Director Fabrizio Freda	Mgmt	For	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For	For
1g	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
1h	Elect Director Robert S. Kapito	Mgmt	For	For	For
1i	Elect Director Cheryl D. Mills	Mgmt	For	For	For
1j	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1k	Elect Director Kristin C. Peck	Mgmt	For	For	For
1l	Elect Director Charles H. Robbins	Mgmt	For	For	For
1m	Elect Director Marco Antonio Slim Domit	Mgmt	For	For	For

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Hans E. Vestberg	Mgmt	For	For	For
1o	Elect Director Susan L. Wagner	Mgmt	For	For	For
1p	Elect Director Mark Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Third-Party Civil Rights Audit	SH	Against	Against	Against
6	Report on Ability to Engineer Decarbonization in the Real Economy	SH	Against	Against	Against
7	Report on Societal Impacts of Aerospace & Defense Industry ETF	SH	Against	Against	Against

Bollore SE

Meeting Date: 05/24/2023

Record Date: 05/22/2023

Primary Security ID: F10659260

Country: France

Meeting Type: Annual/Special

Ticker: BOL

Shares Voted: 146,850

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 Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company failed to provide sufficient information regarding the consulting services agreement with Bollore Participations, its indirect controlling shareholder.					
5	Reelect Marie Bollore as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the (re)election of this non-independent nominee (Marie Bollore) is warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Item 5).					
6	Authorize Repurchase of Up to 9.997 Percent of Issued Share Capital	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted as the share repurchase program can be continued during a takeover period.					
7	Approve Compensation Report	Mgmt	For	Against	Against
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.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Compensation of Cyrille Bollore, Chairman and CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * Similar to last year, 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. * Similar to previous years, 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; * The company granted a significant amount of LTIPs that were not included in last year's disclosure in the remuneration policy. Additionally, the disclosure regarding the achievement levels of vested LTIPs is limited; * Similar to previous years, 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>					
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The base salary is significantly increased (+36%) without any rationale provided by the company. * The company does not include any information on his potential variable 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. * The remuneration policy does not cover the tantiemes paid to Cyrille Bollore, which represent a significant part of his remuneration.</i>					
Extraordinary Business		Mgmt			
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes AGAINST Items 11, 13 and 14 are warranted as the possibility of use during a takeover period is not excluded. * A vote AGAINST the authorization under Item 14 is warranted because it does not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i>					
12	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
13	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes AGAINST Items 11, 13 and 14 are warranted as the possibility of use during a takeover period is not excluded. * A vote AGAINST the authorization under Item 14 is warranted because it does not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i>					
14	Authorize Capital Increase of Up to EUR 100 Million for Future Exchange Offers	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes AGAINST Items 11, 13 and 14 are warranted as the possibility of use during a takeover period is not excluded. * A vote AGAINST the authorization under Item 14 is warranted because it does not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i>					
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Amend Article 12 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/24/2023

Record Date: 05/22/2023

Primary Security ID: F24571451

Country: France

Meeting Type: Annual/Special

Ticker: DSY

Shares Voted: 37,260

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 0.21 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 PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted as: * The uncommon process of company's capital association for the CEO, and the LTIP grant to the Vice-CEO can lead to very significant payments. * The termination payments could result in rewarding for failure * LTIPs will vest fully in case of retirement, without any proratisation.					
7	Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023	Mgmt	For	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
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.					
10	Reelect Catherine Dassault as Director	Mgmt	For	For	For
11	Elect Genevieve Berger as Director	Mgmt	For	For	For
12	Authorize Repurchase of Up to 25 Million 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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	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 14-16	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize up to 3 Percent of Issued Capital for Use in Stock Option 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	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

DuPont de Nemours, Inc.

Meeting Date: 05/24/2023Country: USATicker: DD

Record Date: 03/29/2023Meeting Type: Annual

Primary Security ID: 26614N102

Shares Voted: 98,609

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

DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Empiric Student Property PLC

Meeting Date: 05/24/2023

Record Date: 05/22/2023

Primary Security ID: G30381100

Country: United Kingdom

Meeting Type: Annual

Ticker: ESP

Shares Voted: 4,898,240

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	Approve Remuneration Policy	Mgmt	For	For	For
4	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Dividend Policy	Mgmt	For	For	For
7	Elect Clair Preston-Beer as Director	Mgmt	For	For	For
8	Elect Donald Grant as Director	Mgmt	For	For	For
9	Re-elect Mark Pain as Director	Mgmt	For	For	For
10	Re-elect Alice Avis as Director	Mgmt	For	For	For
11	Re-elect Duncan Garrood as Director	Mgmt	For	For	For
12	Re-elect Martin Ratchford 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 Market Purchase of Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

EOG Resources, Inc.

Meeting Date: 05/24/2023Country: USATicker: EOG

Record Date: 03/29/2023Meeting Type: Annual

Primary Security ID: 26875P101

Shares Voted: 43,351

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 Lynn A. Dugle	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 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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Fidelity National Information Services, Inc.

Meeting Date: 05/24/2023Country: USATicker: FIS

Record Date: 03/31/2023Meeting Type: Annual

Primary Security ID: 31620M106

Shares Voted: 112,040

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee Adrean	Mgmt	For	For	For
1b	Elect Director Ellen R. Alemany	Mgmt	For	For	For
1c	Elect Director Mark D. Benjamin	Mgmt	For	For	For
1d	Elect Director Vijay G. D'Silva	Mgmt	For	For	For
1e	Elect Director Stephanie L. Ferris	Mgmt	For	For	For
1f	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1g	Elect Director Lisa A. Hook	Mgmt	For	For	For
1h	Elect Director Kenneth T. Lamneck	Mgmt	For	For	For
1i	Elect Director Gary L. Lauer	Mgmt	For	For	For

Fidelity National Information Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Louise M. Parent	Mgmt	For	For	For
1k	Elect Director Brian T. Shea	Mgmt	For	For	For
1l	Elect Director James B. Stallings, Jr.	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 KPMG LLP as Auditors	Mgmt	For	For	For

M&G Plc

Meeting Date: 05/24/2023Country: United KingdomTicker: MNG

Record Date: 05/22/2023Meeting Type: Annual

Primary Security ID: G6107R102

Shares Voted: 855,000

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 Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Andrea Rossi as Director	Mgmt	For	For	For
5	Re-elect Clive Adamson as Director	Mgmt	For	For	For
6	Re-elect Edward Braham as Director	Mgmt	For	For	For
7	Re-elect Clare Chapman as Director	Mgmt	For	For	For
8	Re-elect Fiona Clutterbuck as Director	Mgmt			
9	Re-elect Kathryn McLeland as Director	Mgmt	For	For	For
10	Re-elect Debasish Sanyal as Director	Mgmt	For	For	For
11	Re-elect Clare Thompson as Director	Mgmt	For	For	For
12	Re-elect Massimo Tosato 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 in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Mortgage Advice Bureau (Holdings) plc

Meeting Date: 05/24/2023

Record Date: 05/22/2023

Primary Security ID: G6319A103

Country: United Kingdom

Meeting Type: Annual

Ticker: MAB1

Shares Voted: 358,467

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	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The Executive Directors received transaction-related bonuses during the year.					
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 David Preece as Director	Mgmt	For	For	For
10	Re-elect Mike Jones as Director	Mgmt	For	For	For
11	Reappoint BDO 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

NXP Semiconductors N.V.

Meeting Date: 05/24/2023

Record Date: 04/26/2023

Primary Security ID: N6596X109

Country: Netherlands

Meeting Type: Annual

Ticker: NXPI

Shares Voted: 40,061

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 Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3e	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
3g	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Moshe Gavrielov 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	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

PayPal Holdings, Inc.

Meeting Date: 05/24/2023

Record Date: 03/30/2023

Primary Security ID: 70450Y103

Country: USA

Meeting Type: Annual

Ticker: PYPL

PayPal Holdings, Inc.

Shares Voted: 215,187

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	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Adopt a Policy on Services in Conflict Zones	SH	Against	Against	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against
7	Report on PayPal's Nondiscriminatory Provision of Financial Services - Withdrawn	SH			
8	Report on Ensuring Respect for Civil Liberties	SH	Against	Against	Against
9	Adopt Majority Vote Standard for Director Elections	SH	Against	Against	Against

Repsol SA

Meeting Date: 05/24/2023

Record Date: 05/19/2023

Primary Security ID: E8471S130

Country: Spain

Meeting Type: Annual

Ticker: REP

Shares Voted: 233,378

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For

Repsol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities Exchangeable for Issued Shares for up to EUR 15 Billion	Mgmt	For	For	For
10	Reelect Antonio Brufau Niubo as Director	Mgmt	For	For	For
11	Reelect Josu Jon Imaz San Miguel as Director	Mgmt	For	For	For
12	Reelect Aranzazu Estefania Larranaga as Director	Mgmt	For	For	For
13	Reelect Maria Teresa Garcia-Mila Lloveras as Director	Mgmt	For	For	For
14	Reelect Henri Philippe Reichstul as Director	Mgmt	For	For	For
15	Reelect John Robinson West as Director	Mgmt	For	For	For
16	Ratify Appointment of and Elect Manuel Manrique Cecilia as Director	Mgmt	For	For	For
17	Elect Maria del Pino Velazquez Medina as Director	Mgmt	For	For	For
18	Advisory Vote on Remuneration Report	Mgmt	For	For	For
19	Approve Remuneration Policy	Mgmt	For	For	For
20	Approve Share Matching Plan	Mgmt	For	For	For
21	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

The Southern Company

Meeting Date: 05/24/2023	Country: USA	Ticker: SO
Record Date: 03/27/2023	Meeting Type: Annual	
Primary Security ID: 842587107		

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. "Hal" Clark, III	Mgmt	For	For	For
1c	Elect Director Anthony F. "Tony" 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 David E. Meador	Mgmt	For	For	For
1k	Elect Director Ernest J. Moniz	Mgmt	For	For	For
1l	Elect Director William G. Smith, Jr.	Mgmt	For	For	For
1m	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1n	Elect Director Lizanne Thomas	Mgmt	For	For	For
1o	Elect Director Christopher C. Womack	Mgmt	For	For	For
1p	Elect Director E. Jenner Wood, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Item 5 is not approved this year.					
7	Adopt Scope 3 GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on the company's targets to address its Scope 3 emissions, mitigating risks related to a transition to a lower-carbon energy system, and take advantage of growing opportunities.					
8	Report on Feasibility of Net-Zero GHG Emissions	SH	Against	Against	Against

The Travelers Companies, Inc.

Meeting Date: 05/24/2023Country: USATicker: TRV

Record Date: 03/28/2023Meeting Type: Annual

Primary Security ID: 89417E109

Shares Voted: 59,519

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 Russell G. Golden	Mgmt	For	For	For
1d	Elect Director Patricia L. Higgins	Mgmt	For	For	For
1e	Elect Director William J. Kane	Mgmt	For	For	For
1f	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1g	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1i	Elect Director Philip T. (Pete) Ruegger, III	Mgmt	For	For	For
1j	Elect Director Rafael Santana	Mgmt	For	For	For
1k	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1l	Elect Director Alan D. Schnitzer	Mgmt	For	For	For
1m	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1n	Elect Director Bridget van Kralingen	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	SH	Against	Against	Against
7	Adopt Time-Bound Policy to Phase Out Underwriting for New Fossil Fuel Exploration and Development	SH	Against	Against	Against
8	Oversee and Report on a Third-Party 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 Travelers efforts to address the issue of any inequality in its workforce and its management of related risks.					
9	Ensure Policies Do Not Support Police Violations of Civil Rights	SH	Against	Against	Against
10	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities - Withdrawn	SH			

Thermo Fisher Scientific Inc.

Meeting Date: 05/24/2023Country: USATicker: TMO

Record Date: 03/27/2023Meeting Type: Annual

Primary Security ID: 883556102

Shares Voted: 19,277

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 James C. Mullen	Mgmt	For	For	For
1h	Elect Director Lars R. Sorensen	Mgmt	For	For	For
1i	Elect Director Debora L. Spar	Mgmt	For	For	For
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For
1k	Elect Director Dion J. Weisler	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Tullow Oil Plc

Meeting Date: 05/24/2023Country: United KingdomTicker: TLW

Record Date: 05/22/2023Meeting Type: Annual

Primary Security ID: G91235104

Shares Voted: 513,500

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 Remuneration Policy	Mgmt	For	For	For
4	Re-elect Phuthuma Nhleko as Director	Mgmt	For	For	For
5	Re-elect Rahul Dhir as Director	Mgmt	For	For	For

Tullow Oil Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Richard Miller as Director	Mgmt	For	For	For
7	Re-elect Martin Greenslade as Director	Mgmt	For	For	For
8	Re-elect Sheila Khama as Director	Mgmt	For	For	For
9	Re-elect Mitchell Ingram as Director	Mgmt	For	For	For
10	Re-elect Genevieve Sangudi as Director	Mgmt	For	For	For
11	Elect Roald Goethe as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Item 4: Re-elect Phuthuma Nhleko as Director A vote FOR this Director is warranted, although it is not without concern: * He is the Chair of the Nomination Committee and less than 33 percent of the Board currently consists of women, which is not in line with the recommendations of the Hampton-Alexander Review. In addition, the Company has not made a public commitment to align the composition of the Board with the recommendations of the Hampton-Alexander Review before the 2023 AGM. * Composition of the Nomination Committee is not in line with the recommendations of the UK Corporate Governance Code. As the Chair of the Nomination Committee, Phuthuma Nhleko is responsible for committee composition. The main reason for support is: * Phuthuma Nhleko was recently appointed (25 October 2021) and as such, he should be given sufficient time to address the concern raised. * The Company's gender diversity at senior management has improved year-on-year. Item 5 to 10 A vote FOR these candidates is warranted as no significant concerns have been identified. Item 11: Elect Roald Goethe as Director A vote AGAINST election of Roald Goethe is warranted because he serves on the Audit Committee, which should comprise solely of independent NEDs. He holds 1.52% of the Company's issued share capital, and as per ISS' voting guidelines, his shareholding prevents him from being considered independent.</i>					
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	Approve Executive Share Plan	Mgmt	For	For	For
16	Approve Employee Share Award Plan	Mgmt	For	For	For
17	Approve Share Incentive Plan	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Zotefoams Plc

Meeting Date: 05/24/2023Country: United KingdomTicker: ZTF

Record Date: 05/22/2023Meeting Type: Annual

Primary Security ID: G98933107

Shares Voted: 768,498

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	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For

Zotefoams Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Lynn Drummond as Director	Mgmt	For	For	For
6	Re-elect David Stirling as Director	Mgmt	For	For	For
7	Re-elect Gary McGrath as Director	Mgmt	For	For	For
8	Re-elect Jonathan Carling as Director	Mgmt	For	For	For
9	Re-elect Alison Fielding as Director	Mgmt	For	For	For
10	Re-elect Douglas Robertson as Director	Mgmt	For	For	For
11	Re-elect Catherine Wall as Director	Mgmt	For	For	For
12	Reappoint PKF Littlejohn 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

Equinix, Inc.

Meeting Date: 05/25/2023

Record Date: 03/30/2023

Primary Security ID: 29444U700

Country: USA

Meeting Type: Annual

Ticker: EQIX

Shares Voted: 7,469

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	For	For	For
1b	Elect Director Adaire Fox-Martin	Mgmt	For	For	For
1c	Elect Director Ron Guerrier - Withdrawn	Mgmt			
1d	Elect Director Gary Hromadko	Mgmt	For	For	For
1e	Elect Director Charles Meyers	Mgmt	For	For	For
1f	Elect Director Thomas Olinger	Mgmt	For	For	For
1g	Elect Director Christopher Paisley	Mgmt	For	For	For
1h	Elect Director Jeetu Patel	Mgmt	For	For	For
1i	Elect Director Sandra Rivera	Mgmt	For	For	For

Equinix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Fidelma Russo	Mgmt	For	For	For
1k	Elect Director Peter Van Camp	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Hill & Smith Plc

Meeting Date: 05/25/2023Country: United KingdomTicker: HILS

Record Date: 05/23/2023Meeting Type: Annual

Primary Security ID: G45080101

Shares Voted: 1,747,218

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 Alan Giddins as Director	Mgmt	For	For	For
6	Re-elect Tony Quinlan 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	Re-elect Farrokh Batliwala as Director	Mgmt	For	For	For
11	Re-elect Hannah Nichols 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	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

Hill & Smith Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Approve Long Term Incentive Plan	Mgmt	For	For	For
19	Approve Executive Share Option Scheme	Mgmt	For	For	For
20	Approve Sharesave Scheme	Mgmt	For	For	For
21	Approve US Employee Stock Purchase Plan	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Illumina, Inc.

Meeting Date: 05/25/2023

Record Date: 04/03/2023

Primary Security ID: 452327109

Country: USA

Meeting Type: Proxy Contest

Ticker: ILMN

Shares Voted: 41,983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1A	Elect Management Nominee Director Frances Arnold	Mgmt	For	Do Not Vote	Do Not Vote
1B	Elect Management Nominee Director Francis A. deSouza	Mgmt	For	Do Not Vote	Do Not Vote
1C	Elect Management Nominee Director Caroline D. Dorsa	Mgmt	For	Do Not Vote	Do Not Vote
1D	Elect Management Nominee Director Robert S. Epstein	Mgmt	For	Do Not Vote	Do Not Vote
1E	Elect Management Nominee Director Scott Gottlieb	Mgmt	For	Do Not Vote	Do Not Vote
1F	Elect Management Nominee Director Gary S. Guthart	Mgmt	For	Do Not Vote	Do Not Vote
1G	Elect Management Nominee Director Philip W. Schiller	Mgmt	For	Do Not Vote	Do Not Vote
1H	Elect Management Nominee Director Susan E. Siegel	Mgmt	For	Do Not Vote	Do Not Vote
1I	Elect Management Nominee Director John W. Thompson	Mgmt	For	Do Not Vote	Do Not Vote
1J	Elect Dissident Nominee Director Vincent J. Intrieri	SH	Against	Do Not Vote	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1K	Elect Dissident Nominee Director Jesse A. Lynn	SH	Against	Do Not Vote	Do Not Vote
1L	Elect Dissident Nominee Director Andrew J. Teno	SH	Against	Do Not Vote	Do Not Vote
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Do Not Vote	Do Not Vote
5	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote	Do Not Vote
1.1	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
	Elect Dissident Nominee Director Vincent J. Intrieri	SH	For	Withhold	Withhold
Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.					
1.2	Elect Dissident Nominee Director Jesse A. Lynn	SH	For	Withhold	Withhold
Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.					
1.3	Elect Dissident Nominee Director Andrew J. Teno	SH	For	For	For
1.4	Elect Management Nominee Director Frances Arnold	Mgmt	None	For	For
1.5	Elect Management Nominee Director Caroline D. Dorsa	Mgmt	None	For	For
1.6	Elect Management Nominee Director Scott Gottlieb	Mgmt	None	For	For
1.7	Elect Management Nominee Director Gary S. Guthart	Mgmt	None	For	For
1.8	Elect Management Nominee Director Philip W. Schiller	Mgmt	None	For	For
1.9	Elect Management Nominee Director Susan E. Siegel	Mgmt	None	For	For

Illumina, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Management Nominee Director Francis A. deSouza	Mgmt	Against	For	For
Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.					
1.11	Elect Management Nominee Director Robert S. Epstein	Mgmt	Against	For	For
Voting Policy Rationale: The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.					
1.12	Elect Management Nominee Director John W. Thompson	Mgmt	Against	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	None	For	For

Kromek Group Plc

Meeting Date: 05/25/2023Country: United KingdomTicker: KMK

Record Date: 05/23/2023Meeting Type: Special

Primary Security ID: G5317Z102

Shares Voted: 1,647,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Issue of Equity Pursuant to the Fundraising	Mgmt	For	For	For
2	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Fundraising	Mgmt	For	For	For

Life Science REIT PLC

Meeting Date: 05/25/2023Country: United KingdomTicker: LABS

Record Date: 05/23/2023Meeting Type: Annual

Primary Security ID: G72540100

Life Science REIT PLC

Shares Voted: 520,000

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 Claire Boyle as Director	Mgmt	For	For	For
4	Re-elect Sally Ann Forsyth as Director	Mgmt	For	For	For
5	Re-elect Michael Taylor as Director	Mgmt	For	For	For
6	Re-elect Richard Howell as Director	Mgmt	For	For	For
7	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
8	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
9	Approve the Company's Dividend Payment Policy	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

McDonald's Corporation

Meeting Date: 05/25/2023Country: USATicker: MCD

Record Date: 03/27/2023Meeting Type: Annual

Primary Security ID: 580135101

Shares Voted: 74,626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For	For
1f	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Richard Lenny	Mgmt	For	For	For
1i	Elect Director John Mulligan	Mgmt	For	For	For
1j	Elect Director Jennifer Taubert	Mgmt	For	For	For
1k	Elect Director Paul Walsh	Mgmt	For	For	For
1l	Elect Director Amy Weaver	Mgmt	For	For	For
1m	Elect Director Miles White	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	Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	SH	Against	Against	Against
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against	Against
7	Report on Risks Related to Operations in China	SH	Against	Against	Against
8	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
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
11	Report on Animal Welfare	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure on how the key is measuring animal welfare would allow shareholders to better be able to assess the effectiveness of the company's animal welfare efforts and management of related risks.					

Prudential Plc

Meeting Date: 05/25/2023

Record Date: 05/23/2023

Primary Security ID: G72899100

Country: United Kingdom

Meeting Type: Annual

Ticker: PRU

Shares Voted: 7,613,330					
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

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Arijit Basu as Director	Mgmt	For	For	For
5	Elect Claudia Dyckerhoff as Director	Mgmt	For	For	For
6	Elect Anil Wadhvani as Director	Mgmt	For	For	For
7	Re-elect Shriti Vadera as Director	Mgmt	For	For	For
8	Re-elect Jeremy Anderson as Director	Mgmt	For	For	For
9	Re-elect Chua Sock Koong as Director	Mgmt	For	For	For
10	Re-elect David Law as Director	Mgmt	For	For	For
11	Re-elect Ming Lu as Director	Mgmt	For	For	For
12	Re-elect George Sartorel 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	Appoint 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	Approve Sharesave Plan	Mgmt	For	For	For
19	Approve Long Term Incentive Plan	Mgmt	For	For	For
20	Approve International Savings-Related Share Option Scheme for Non-Employees	Mgmt	For	For	For
21	Approve the ISSOSNE Service Provider Sublimit	Mgmt	For	For	For
22	Approve Agency Long Term Incentive Plan	Mgmt	For	For	For
23	Approve the Agency LTIP Service Provider Sublimit	Mgmt	For	For	For
24	Authorise Issue of Equity	Mgmt	For	For	For
25	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For
26	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
28	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
29	Adopt New Articles of Association	Mgmt	For	For	For
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Regional REIT Limited

Meeting Date: 05/25/2023

Country: Guernsey

Ticker: RGL

Record Date: 05/23/2023

Meeting Type: Annual

Primary Security ID: G7418M105

Shares Voted: 506,805

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 Stephen Inglis as Director	Mgmt	For	For	For
5	Re-elect Kevin McGrath as Director	Mgmt	For	For	For
6	Re-elect Daniel Taylor as Director	Mgmt	For	For	For
7	Re-elect Frances Daley as Director	Mgmt	For	For	For
8	Elect Massy Larizadeh as Director	Mgmt	For	For	For
9	Authorise Market Purchase of Ordinary Shares	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

Sabre Insurance Group Plc

Meeting Date: 05/25/2023

Country: United Kingdom

Ticker: SBRE

Record Date: 05/23/2023

Meeting Type: Annual

Primary Security ID: G7739M107

Shares Voted: 1,491,834

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 Special Dividends	Mgmt	For	For	For
4	Re-elect Geoff Carter as Director	Mgmt	For	For	For
5	Re-elect Ian Clark as Director	Mgmt	For	For	For
6	Re-elect Karen Geary as Director	Mgmt	For	For	For
7	Re-elect Michael Koller as Director	Mgmt	For	For	For
8	Re-elect Alison Morris as Director	Mgmt	For	For	For

Sabre Insurance Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Reappoint PwC 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

Safran SA

Meeting Date: 05/25/2023	Country: France	Ticker: SAF
Record Date: 05/23/2023	Meeting Type: Annual/Special	
Primary Security ID: F4035A557		

Shares Voted: 25,593

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 1.35 per Share	Mgmt	For	For	For
4	Approve Transaction with Airbus SE, Tikehau ACE Capital, AD Holding and the State	Mgmt	For	For	For
5	Ratify Appointment of Alexandre Lahousse as Director	Mgmt	For	For	For
6	Ratify Appointment of Robert Peugeot as Director	Mgmt	For	For	For
7	Reelect Ross McInnes as Director	Mgmt	For	For	For
8	Reelect Olivier Andries as Director	Mgmt	For	For	For
9	Elect Fabrice Bregier as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Reelect Laurent Guillot as Director	Mgmt	For	For	For
11	Reelect Alexandre Lahousse as Director	Mgmt	For	For	For
12	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Olivier Andries, CEO	Mgmt	For	For	For
14	Approve Compensation Report of Corporate Officers	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	Approve Remuneration Policy of Directors	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 20 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For	For
21	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	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 19-22	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
28	Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

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

Sanofi

Meeting Date: 05/25/2023	Country: France	Ticker: SAN
Record Date: 05/23/2023	Meeting Type: Annual/Special	
Primary Security ID: F5548N101		

Shares Voted: 57,504

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 3.56 per Share	Mgmt	For	For	For
4	Elect Frederic Oudea as Director	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Serge Weinberg, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.5 Million	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
13	Ratify Change Location of Registered Office to 46, Avenue de la Grande Armee, 75017 Paris and Amend Article 4 of Bylaws Accordingly	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
19	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	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 16-18	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 Capitalization of Reserves of Up to EUR 500 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	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

The Interpublic Group of Companies, Inc.

Meeting Date: 05/25/2023Country: USATicker: IPG

Record Date: 03/31/2023Meeting Type: Annual

Primary Security ID: 460690100

Shares Voted: 241,866

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

The Interpublic Group of Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against	Against

Glencore Plc

Meeting Date: 05/26/2023Country: JerseyTicker: GLEN

Record Date: 05/24/2023Meeting Type: Annual

Primary Security ID: G39420107

Shares Voted: 9,922,535

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 Reduction of Capital Contribution Reserves	Mgmt	For	For	For
3	Re-elect Kalidas Madhavpeddi as Director	Mgmt	For	For	For
4	Re-elect Gary Nagle as Director	Mgmt	For	For	For
5	Re-elect Peter Coates as Director	Mgmt	For	For	For
6	Re-elect Martin Gilbert as Director	Mgmt	For	For	For
7	Re-elect Gill Marcus as Director	Mgmt	For	For	For
8	Re-elect Cynthia Carroll as Director	Mgmt	For	For	For
9	Re-elect David Wormsley as Director	Mgmt	For	For	For
10	Elect Liz Hewitt 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 2022 Climate Report	Mgmt	For	Against	Against
Voting Policy Rationale: A Vote AGAINST this proposal is warranted because: * As in 2022, questions persist as to whether the Company's targets are aligned with the Paris Agreement. * The achievement of the Company's aims appears dependent on actions taken after 2035, whereas experts emphasize the importance of taking action in this decade. * Concerns remain on the Company's advocacy and lobbying activities. * Despite record profits, of which 53% derived from coal, the investment in the transition in 2022 has not significantly increased. Therefore, although considerable improvements in disclosure are acknowledged, support is not recommended.					
14	Approve Remuneration Report	Mgmt	For	For	For

Glencore Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
	Shareholder Proposal	Mgmt			
19	Resolution in Respect of the Next Climate Action Transition Plan	SH	Against	For	For

Voting Policy Rationale: A vote FOR this shareholder proposal is warranted. The proposal seeks clarification and information in the next climate report that the Company will present, which is due in 2024. The points on which the shareholder seeks clarification are legitimate, and reflect deficiencies identified in the analysis of the framework of the transition plan, on previous occasions. There is no obvious disadvantage to shareholders' interests in the acceptance of this proposal. The advantage is greater clarity on issues, that, in our view, would benefit from such clarity.

Lowe's Companies, Inc.

Meeting Date: 05/26/2023Country: USATicker: LOW

Record Date: 03/20/2023Meeting Type: Annual

Primary Security ID: 548661107

Shares Voted: 78,902

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 Scott H. Baxter	Mgmt	For	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.8	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Colleen Taylor	Mgmt	For	For	For
1.12	Elect Director Mary Beth West	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

Lowe's Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	For

Spectris Plc

Meeting Date: 05/26/2023

Record Date: 05/24/2023

Primary Security ID: G8338K104

Country: United Kingdom

Meeting Type: Annual

Ticker: SXS

Shares Voted: 135,995

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 Ravi Gopinath as Director	Mgmt	For	For	For
5	Re-elect Derek Harding as Director	Mgmt	For	For	For
6	Re-elect Andrew Heath as Director	Mgmt	For	For	For
7	Re-elect Alison Henwood as Director	Mgmt	For	For	For
8	Re-elect Ulf Quellmann as Director	Mgmt	For	For	For
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

Meeting Date: 05/26/2023	Country: France	Ticker: TTE
Record Date: 05/24/2023	Meeting Type: Annual/Special	
Primary Security ID: F92124100		

Shares Voted: 186,169

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 3.81 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 Marie-Christine Coisne-Roquette as Director	Mgmt	For	For	For
7	Reelect Mark Cutifani as Director	Mgmt	For	For	For
8	Elect Dierk Paskert as Director	Mgmt	For	For	For
9	Elect Anelise Lara as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1.95 Million	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	Approve the Company's Sustainable Development and Energy Transition Plan	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize up to 1 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	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 18 of Bylaws Accordingly	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR is warranted although it raises some questions as the proposal could be seen as influencing a change of strategy (described as a "confusion in the governance" by the company). The main reasons for support are: * The proponents express their concern about the alignment of the existing Scope 3 targets by 2030 with the Paris agreement and the wish that the company make the commitments its Scope 3 targets are aligned with; it is identified there is some missing information to provide comfort the Scope 3 goals are taking this trajectory. * The proposal is advisory and does not infringe on the board's prerogative (as recognized by the company itself) to set up and implement the company's strategy. It is noted the jurisprudence about the application of the legal environment for the filing of shareholder's resolution in France has been recently commented in releases by the Legal High Committee for Financial Markets of Paris (HCJP), the AMF ("Autorite des Marches Financiers") or its sustainable finance and climate commission that may appear somewhat contradictory.</i>					

Faurecia SE

Meeting Date: 05/30/2023	Country: France	Ticker: EO
Record Date: 05/26/2023	Meeting Type: Annual/Special	
Primary Security ID: F3445A108		

Shares Voted: 15,730					
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	Reelect Denis Mercier as Director	Mgmt	For	For	For
6	Elect Esther Gaide as Director	Mgmt	For	For	For
7	Elect Michael Bolle as Director	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Michel de Rosen, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Patrick Koller, CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	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	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Faurecia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Change Company Name to Forvia and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Share Capital	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to 10 Percent of Issued Capital	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 16 to 18	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 Capitalization of Reserves of Up to EUR 175 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize up to 3 Million Shares for Use in Restricted Stock Plans	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 of International Subsidiaries	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Bakkavor Group Plc

Meeting Date: 05/31/2023

Country: United Kingdom

Ticker: BAKK

Record Date: 05/26/2023

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

Bakkavor Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Simon Burke as Director	Mgmt	For	For	For
5	Re-elect Mike Edwards as Director	Mgmt	For	For	For
6	Re-elect Ben Waldron as Director	Mgmt	For	For	For
7	Re-elect Sanjeevan Bala as Director	Mgmt	For	For	For
8	Re-elect Umran Beba as Director	Mgmt	For	For	For
9	Re-elect Jill Caseberry as Director	Mgmt	For	For	For
10	Re-elect Patrick Cook as Director	Mgmt	For	For	For
11	Re-elect Agust Gudmundsson as Director	Mgmt	For	For	For
12	Re-elect Lydur Gudmundsson as Director	Mgmt	For	For	For
13	Re-elect Denis Hennequin 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

Bodycote Plc

Meeting Date: 05/31/2023

Record Date: 05/29/2023

Primary Security ID: G1214R111

Country: United Kingdom

Meeting Type: Annual

Ticker: BOY

Shares Voted: 2,751,845

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

Bodycote Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Re-elect Daniel Dayan as Director	Mgmt	For	For	For
4	Re-elect Stephen Harris as Director	Mgmt	For	For	For
5	Re-elect Ian Duncan as Director	Mgmt	For	For	For
6	Re-elect Patrick Larmon as Director	Mgmt	For	For	For
7	Re-elect Lili Chahbazi as Director	Mgmt	For	For	For
8	Re-elect Kevin Boyd as Director	Mgmt	For	For	For
9	Elect Cynthia Gordon as Director	Mgmt	For	For	For
10	Elect Ben Fidler 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
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 Incentive Plan 2016	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

Chevron Corporation

Meeting Date: 05/31/2023	Country: USA	Ticker: CVX
Record Date: 04/03/2023	Meeting Type: Annual	
Primary Security ID: 166764100		

Shares Voted: 188,482

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

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 D. James Umpleby, III	Mgmt	For	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1l	Elect Director Michael K. (Mike) 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	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Rescind Scope 3 GHG Reduction Proposal	SH	Against	Against	Against
6	Adopt Medium-Term Scope 3 GHG Reduction Target	SH	Against	Against	Against
7	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	SH	Against	Against	Against
8	Establish Board Committee on Decarbonization Risk	SH	Against	Against	Against
9	Report on Social Impact From Plant Closure or Energy Transition	SH	Against	Against	Against
10	Oversee and Report a Racial Equity Audit	SH	Against	Against	Against
11	Publish a Tax Transparency Report	SH	Against	Against	Against
12	Require Independent Board Chair	SH	Against	Against	Against

EXOR NV

Meeting Date: 05/31/2023

Record Date: 05/03/2023

Primary Security ID: N3140A107

Country: Netherlands

Meeting Type: Annual

Ticker: EXO

Shares Voted: 24,950

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.

EXOR NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Receive Explanation on Company's Dividend Policy	Mgmt			
2.e	Approve Dividends	Mgmt	For	For	For
3.a	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
3.b	Amend Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to the increase of the board chair fee and the introduction of an exceptional award for the chair. As for the exceptional award, there is no cap and no conditions to the grant of the award, which may lead to a concerning grant of discretionary awards.					
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	Reelect John Elkann as Executive Director	Mgmt	For	For	For
6.a	Elect Nitin Nohria as Non-Executive Director	Mgmt	For	For	For
6.b	Elect Sandra Dembeck as Non-Executive Director	Mgmt	For	For	For
6.c	Elect Tiberto Ruy Brandolini d'Adda as Non-Executive Director	Mgmt	For	For	For
6.d	Reelect Marc Bolland as Non-Executive Director	Mgmt	For	For	For
6.e	Reelect Melissa Bethell as Non-Executive Director	Mgmt	For	For	For
6.f	Reelect Laurence Debroux as Non-Executive Director	Mgmt	For	For	For
6.g	Reelect Axel Dumas as Non-Executive Director	Mgmt	For	For	For
6.h	Reelect Ginevra Elkann as Non-Executive Director	Mgmt	For	For	For
6.i	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	For	For
7.a	Authorize Repurchase of Shares	Mgmt	For	For	For
7.b	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Exxon Mobil Corporation

Meeting Date: 05/31/2023	Country: USA	Ticker: XOM
Record Date: 04/05/2023	Meeting Type: Annual	
Primary Security ID: 30231G102		

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 Gregory J. Goff	Mgmt	For	For	For
1.5	Elect Director John D. Harris, II	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 Lawrence W. Kellner	Mgmt	For	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	For	For
1.12	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Establish Board Committee on Decarbonization Risk	SH	Against	Against	Against
6	Reduce Executive Stock Holding Period	SH	Against	Against	Against
7	Report on Carbon Capture and Storage	SH	Against	Against	Against
8	Report on Methane Emission Disclosure Reliability	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as ensuring the accuracy of the board's methane emissions disclosure will permit the company and shareholders alike to appropriately assess risks related to methane emissions.					
9	Adopt Medium-Term Scope 3 GHG Reduction Target	SH	Against	Against	Against
10	Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana	SH	Against	Against	Against
11	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	SH	Against	Against	Against
12	Report on Asset Retirement Obligations Under IEA NZE Scenario	SH	Against	Against	Against
13	Commission Audited Report on Reduced Plastics Demand	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 is managing risks related to the creation of plastic waste.					
14	Report on Potential Costs of Environmental Litigation	SH	Against	Against	Against

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Publish a Tax Transparency Report	SH	Against	Against	Against
16	Report on Social Impact From Plant Closure or Energy Transition	SH	Against	Against	Against
17	Report on Benefits and Risks of Commitment to Not Develop Projects in the Arctic *Withdrawn Resolution*	SH			

Legrand SA

Meeting Date: 05/31/2023Country: FranceTicker: LR

Record Date: 05/29/2023Meeting Type: Annual/Special

Primary Security ID: F56196185

Shares Voted: 22,941

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 1.90 per Share	Mgmt	For	For	For
4	Appoint Mazars as Auditor	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For	For
7	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Isabelle Boccon-Gibod as Director	Mgmt	For	For	For
12	Reelect Benoit Coquart as Director	Mgmt	For	For	For
13	Reelect Angeles Garcia-Poveda as Director	Mgmt	For	For	For
14	Reelect Michel Landel as Director	Mgmt	For	For	For
15	Elect Valerie Chort as Director	Mgmt	For	For	For
16	Elect Clare Scherrer as Director	Mgmt	For	For	For
17	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
18	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meta Platforms, Inc.

Meeting Date: 05/31/2023Country: USATicker: META

Record Date: 04/06/2023Meeting Type: Annual

Primary Security ID: 30303M102

Shares Voted: 214,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.					
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.					
1.3	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.					
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Tony Xu	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i>					
1.9	Elect Director Mark Zuckerberg	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Report on Government Take Down Requests	SH	Against	Against	Against
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	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal 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>					
6	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal 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>					
7	Report on Allegations of Political Entanglement and Content Management Biases in India	SH	Against	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.</i>					
9	Report on Data Privacy regarding Reproductive Healthcare	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company is legally required to comply with information requests but could be doing more to protect consumers' data privacy and protect the company from further reputational risk.</i>					
10	Report on Enforcement of Community Standards and User Content	SH	Against	Against	Against
11	Report on Child Safety and Harm Reduction	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i>					

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Report on Executive Pay Calibration to Externalized Costs	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the request is not considered burdensome, the company's executive compensation metrics do not clearly disclose weightings or metrics, and there is ambiguity into the impact that environmental and other globally-focused goals have on the annual bonus payout.					
13	Commission Independent Review of Audit & Risk Oversight Committee	SH	Against	Against	Against

Publicis Groupe SA

Meeting Date: 05/31/2023Country: FranceTicker: PUB

Record Date: 05/29/2023Meeting Type: Annual/Special

Primary Security ID: F7607Z165

Shares Voted: 19,759

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	Reelect Suzan LeVine as Supervisory Board Member	Mgmt	For	For	For
6	Reelect Antonella Mei-Pochtler as Supervisory Board Member	Mgmt	For	For	For
7	Appoint KPMG S.A. as Auditor	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	Mgmt	For	For	For
14	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For
16	Approve Compensation of Steve King, Management Board Member until September 14, 2022	Mgmt	For	For	For
17	Approve Compensation of Michel-Alain Proch, Management Board Member	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 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
	Ordinary Business	Mgmt			
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Royal KPN NV

Meeting Date: 05/31/2023

Record Date: 05/03/2023

Primary Security ID: N4297B146

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: KPN

Shares Voted: 355,638

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Announce Intention to Appoint Chantal Vergouw and Wouter Stammeijer as Members of the Board of Management	Mgmt			
3	Opportunity to Make Recommendations	Mgmt			
4	Elect Marga de Jager to Supervisory Board	Mgmt	For	For	For
5	Close Meeting	Mgmt			

Shares Voted: 132,493

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 on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: The incentive program is predominantly based on objective financial criteria and annual target goals appear reasonably rigorous. However, there are significant concerns regarding equity award structure, as the LTI program utilizes solely one-year measurement periods, rather than multi-year performance periods. This concern is heightened as the company uses an overlapping metric between the short- and long-term programs, which resulted in maximum achievement for same goal under both programs. While the company provides a rationale for its pay program structure, investors generally expect a majority of long-term awards to be tied to long-term, multi-year performance goals. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.					
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Against	Against
6	Report on Human Rights Due Diligence	SH	Against	Against	Against
7	Commission Third Party Racial Equity Audit	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as such disclosure would allow shareholders to better assess the racial equity impacts and effectiveness of the company's policies and practices.					
8	Report on Racial and Gender Layoff Diversity	SH	Against	Against	Against
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
10	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against
11	Report on Risks Related to Operations in China	SH	Against	Against	Against

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Oversee and Report a Workplace Health and Safety Audit	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as an independent audit would help shareholders evaluate the effectiveness of the company's workplace safety policies, practices, and management of potential risks.					

Netflix, Inc.

Meeting Date: 06/01/2023	Country: USA	Ticker: NFLX
Record Date: 04/06/2023	Meeting Type: Annual	
Primary Security ID: 64110L106		

Shares Voted: 68,445					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mathias Dopfner	Mgmt	For	For	For
1b	Elect Director Reed Hastings	Mgmt	For	For	For
1c	Elect Director Jay C. Hoag	Mgmt	For	For	For
1d	Elect Director Ted Sarandos	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: Following a failed say-on-pay vote result, the company disclosed its engagement efforts with shareholders, noted shareholder feedback, and made substantive changes to the pay program. This indicates sufficient responsiveness by the compensation committee. Nevertheless, there are ongoing concerns regarding the pay structure. Though improvements were made to ensure that base salaries for co-CEOs remain at a reasonable level, salaries for other NEOs may still be exceedingly large depending on their selected allocation of payment. In addition, equity awards, which remain a significant portion of executive pay, continue to lack pre-set performance vesting criteria, and the introduction of annual bonuses only covers the co-CEOs. In light of these concerns, a vote AGAINST this proposal is warranted.					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Right 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.					
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
8	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks.					

Royal Caribbean Cruises Ltd.

Meeting Date: 06/01/2023

Country: Liberia

Ticker: RCL

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: V7780T103

Shares Voted: 20,675

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 Vagn O. Sorensen	Mgmt	For	For	For
1l	Elect Director Donald Thompson	Mgmt	For	For	For
1m	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	For
1n	Elect Director Rebecca Yeung	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

Trane Technologies Plc

Meeting Date: 06/01/2023

Country: Ireland

Ticker: TT

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: G8994E103

Shares Voted: 58,446

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 Gary D. Forsee	Mgmt	For	For	For

Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Mark R. George	Mgmt	For	For	For
1f	Elect Director John A. Hayes	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 Melissa N. Schaeffer	Mgmt	For	For	For
1k	Elect Director John P. Surma	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Issue of Equity	Mgmt	For	For	For
6	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

Alphabet Inc.

Meeting Date: 06/02/2023

Record Date: 04/04/2023

Primary Security ID: 02079K305

Country: USA

Meeting Type: Annual

Ticker: GOOGL

Shares Voted: 665,687

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	Against	Against
Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.					
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.					
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	For	For
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Ann Mather	Mgmt	For	For	For
1j	Elect Director K. Ram Shriram	Mgmt	For	For	For
1k	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
<i>Voting Policy Rationale: Based on an 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 plan cost is excessive * 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</i>					
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. A number of concerns are noted in the annual pay program for non-CEO NEOs. First, an annual bonus program was established based on ESG goals. However, pre-set goals were not disclosed, with the proxy only noting performance achievements after the fact, with the award appearing to pay out based on the committee's discretionary assessment of performance. Though the ESG bonus payout was halved at the committee's discretion due to "macroeconomic conditions," NEO base salaries were increased in FY22 and are relatively high. Further concerns are noted in the annual LTI program, which inexplicably switched to an LTI mix predominantly in time-vested equity in FY22, with no rationale for the change disclosed in the proxy. On top of that, two NEOs received equity grants with values in excess of the total median CEO pay for the company's peer group. The relative TSR target was non-rigorous and no vesting cap was disclosed if absolute TSR were to be negative over the performance period. CEO Pichai received a triennial equity grant in FY22, which, even on a per-year annualized basis, was relatively large compared to peers. Merely 60 percent of the award was in performance equity, half of which utilized a two-year performance period. Though the target goal was rigorous, in situations where an equity grant is intended to cover multiple years of equity, shareholders prefer that a significant percentage of the grant be in performance equity with a long-term performance period. Additionally, due to a combination of award structure and total magnitude, even with relative TSR performing well-below target, CEO Pichai would realize substantially more pay than a significant portion of his CEO peers, undermining a pay-for-performance philosophy.</i>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
<i>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.</i>					
6	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 lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i>					
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	SH	Against	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's framework for addressing misalignments between its climate goals and direct and indirect lobbying, and how the company would plan to mitigate any risks that might be identified.</i>					
9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	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 human rights-related risks in high-risk countries.					
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	SH	Against	For	For
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 its targeted advertising policies and practices.					
12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	For	For
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.					
13	Report on Alignment of YouTube Policies With Online Safety Regulations	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as increased reporting would provide shareholders with more information on the company's management of related risks.					
14	Report on Content Governance and Censorship	SH	Against	Against	Against
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	SH	Against	Against	Against
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
17	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.					
18	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 convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.					

NN Group NV

Meeting Date: 06/02/2023	Country: Netherlands	Ticker: NN
Record Date: 05/05/2023	Meeting Type: Annual	
Primary Security ID: N64038107		

Shares Voted: 59,143

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

NN Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Dividend Policy	Mgmt			
4.C	Approve Dividends	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	Announce Intention to Reappoint David Knibbe to Executive Board	Mgmt			
7	Amend the Level of the Fixed Annual fee for Supervisory Board Members	Mgmt	For	For	For
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

UnitedHealth Group Incorporated

Meeting Date: 06/05/2023	Country: USA	Ticker: UNH
Record Date: 04/10/2023	Meeting Type: Annual	
Primary Security ID: 91324P102		

Shares Voted: 80,706					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Flynn	Mgmt	For	For	For
1b	Elect Director Paul Garcia	Mgmt	For	For	For
1c	Elect Director Kristen Gil	Mgmt	For	For	For
1d	Elect Director Stephen Hemsley	Mgmt	For	For	For
1e	Elect Director Michele Hooper	Mgmt	For	For	For
1f	Elect Director F. William McNabb, III	Mgmt	For	For	For
1g	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director John Noseworthy	Mgmt	For	For	For
1i	Elect Director Andrew Witty	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Third-Party Racial Equity Audit	SH	Against	Against	Against
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 value alignment with political expenditures would enable shareholders to have a greater understanding of how the company oversees and manages risks related to its political affiliations. BACKGROUND INFORMATION Policies: Political Spending & Lobbying Activities					
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this item is warranted. The company's severance policy establishes a reasonable limit on cash severance. However, the proxy does not disclose a policy or requirement that payments in excess of amounts provided under the policy are subject to shareholder approval. Without such a requirement, shareholders do not have adequate assurances that the company's current practice safeguards against excessive severance payments.					

Booking Holdings Inc.

Meeting Date: 06/06/2023	Country: USA	Ticker: BKNG
Record Date: 04/11/2023	Meeting Type: Annual	
Primary Security ID: 09857L108		

Shares Voted: 4,539					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1.3	Elect Director Wei Hopeman	Mgmt	For	For	For
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For
1.5	Elect Director Charles H. Noski	Mgmt	For	For	For
1.6	Elect Director Larry Quinlan	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

Booking Holdings 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Freeport-McMoRan, Inc.

Meeting Date: 06/06/2023

Country: USA

Ticker: FCX

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 35671D857

Shares Voted: 271,689

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 Kathleen L. Quirk	Mgmt	For	For	For
1.11	Elect Director John J. Stephens	Mgmt	For	For	For
1.12	Elect Director Frances Fragos Townsend	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

Comcast Corporation

Meeting Date: 06/07/2023

Country: USA

Ticker: CMCSA

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 20030N101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>					
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>					
1.4	Elect Director Edward D. Breen	Mgmt	For	For	For
1.5	Elect Director Gerald L. Hassell	Mgmt	For	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeleine Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights. A vote FOR the remaining director nominees is warranted.</i>					
1.7	Elect Director Maritza G. Montiel	Mgmt	For	For	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Oversee and Report on a Racial Equity Audit	SH	Against	Against	Against
8	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
9	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against	Against
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
<i>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.</i>					
11	Report on Risks Related to Operations in China	SH	Against	Against	Against

Meeting Date: 06/07/2023

Record Date: 04/13/2023

Primary Security ID: 380237107

Country: USA

Meeting Type: Annual

Ticker: GDDY

Shares Voted: 88,075

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark Garrett	Mgmt	For	For	For
1b	Elect Director Srinivas (Srini) Tallapragada	Mgmt	For	For	For
1c	Elect Director Sigal Zarmi	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

Meeting Date: 06/08/2023

Record Date: 04/13/2023

Primary Security ID: G0176J109

Country: Ireland

Meeting Type: Annual

Ticker: ALLE

Shares Voted: 72,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect as Director Kirk S. Hachigian	Mgmt	For	For	For
1b	Elect as Director Steven C. Mizell	Mgmt	For	For	For
1c	Elect as Director Nicole Parent Haughey	Mgmt	For	For	For
1d	Elect as Director Lauren B. Peters	Mgmt	For	For	For
1e	Elect as Director Ellen Rubin	Mgmt	For	For	For
1f	Elect as Director Dean I. Schaffer	Mgmt	For	For	For
1g	Elect as Director John H. Stone	Mgmt	For	For	For
1h	Elect as Director Dev Vardhan	Mgmt	For	For	For
1i	Elect as Director Martin E. Welch, III	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 as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

Ashtead Technology Holdings Plc

Meeting Date: 06/08/2023

Record Date: 06/06/2023

Primary Security ID: G0609Y103

Country: United Kingdom

Meeting Type: Annual

Ticker: AT

Shares Voted: 563,235

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 Ingrid Stewart as Director	Mgmt	For	For	For
5	Re-elect Joseph Connolly as Director	Mgmt	For	For	For
6	Re-elect Anthony Durrant as Director	Mgmt	For	For	For
7	Re-elect Thomas Hamborg-Thomsen as Director	Mgmt	For	For	For
8	Re-elect Allan Pirie as Director	Mgmt	For	For	For
9	Re-elect William Shannon 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 Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
16	Approve Long-Term Incentive Plan	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/08/2023

Record Date: 06/06/2023

Primary Security ID: F80343100

Country: France

Meeting Type: Annual/Special

Ticker: SGO

Shares Voted: 57,305

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

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For	For
4	Reelect Dominique Leroy as Director	Mgmt	For	For	For
5	Elect Jana Revedin as Director	Mgmt	For	For	For
6	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	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	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For	For
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 Aggregate Nominal Amount of EUR 412 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 206 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 206 Million	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, 15, 16 and 21	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 103 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	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
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Amend Article 9 of Bylaws Re: Minimum Number of Shares to be Held by Directors	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

CRH Plc

Meeting Date: 06/08/2023	Country: Ireland	Ticker: CRH
Record Date: 06/04/2023	Meeting Type: Special	
Primary Security ID: G25508105		

Shares Voted: 344,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Transfer of the Company's Primary Listing of Ordinary Shares to the New York Stock Exchange	Mgmt	For	For	For
2	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For
3	Adopt New Articles of Association	Mgmt	For	For	For
4	Authorise Market Purchase and Overseas Market Purchase of Ordinary Shares	Mgmt	For	For	For
5	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For
6	Amend Articles of Association Re: Article 4A	Mgmt	For	For	For

CRH Plc

Meeting Date: 06/08/2023	Country: Ireland	Ticker: CRH
Record Date: 06/04/2023	Meeting Type: Court	
Primary Security ID: G25508105		

Shares Voted: 344,671

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

Meeting Date: 06/08/2023	Country: United Kingdom	Ticker: MRO
Record Date: 06/06/2023	Meeting Type: Annual	
Primary Security ID: G5973J210		

Shares Voted: 2,050,337

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 warranted because: * Concerns remain in respect of the Company's long term incentive arrangements due to the potential for high payouts and the complexity of the Plans' operation. It is also noted that the policy continues to facilitate significant potential discretionary awards, although the Company has provided some assurances that it does not intend to use this discretion to make a non-performance related incentive payment (for example, a "golden hello").					
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	Re-elect Heather Lawrence as Director	Mgmt	For	For	For
13	Re-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
21	Amend Articles of Association	Mgmt	For	For	For

Salesforce, Inc.

Meeting Date: 06/08/2023

Record Date: 04/14/2023

Primary Security ID: 79466L302

Country: USA

Meeting Type: Annual

Ticker: CRM

Shares Voted: 102,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Laura Alber	Mgmt	For	For	For
1c	Elect Director Craig Conway	Mgmt	For	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For	For
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	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	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
6	Require Independent Board Chair	SH	Against	Against	Against
7	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against	Against

Worldline SA

Meeting Date: 06/08/2023

Record Date: 06/06/2023

Primary Security ID: F9867T103

Country: France

Meeting Type: Annual/Special

Ticker: WLN

Shares Voted: 40,375

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Reelect Bernard Bourigeaud as Director	Mgmt	For	For	For
6	Reelect Gilles Grapinet as Director	Mgmt	For	For	For
7	Reelect Gilles Arditti as Director	Mgmt	For	For	For
8	Reelect Aldo Cardoso as Director	Mgmt	For	For	For
9	Reelect Giulia Fitzpatrick as Director	Mgmt	For	For	For
10	Reelect Thierry Sommelet as Director	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Gilles Grapinet, CEO	Mgmt	For	For	For
14	Approve Compensation of Marc-Henri Desportes, Vice-CEO	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	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Non-Executive Directors	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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For	For	For
22	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
23	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For	For

Worldline SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	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 Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
27	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 270,000	Mgmt	For	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
30	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
31	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
32	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Medica Group Plc

Meeting Date: 06/09/2023	Country: United Kingdom	Ticker: MGP
Record Date: 06/07/2023	Meeting Type: Special	
Primary Security ID: G5957X102		

Shares Voted: 791,212

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of Medica Group plc by Moonlight Bidco Limited	Mgmt	For	For	For

Medica Group Plc

Meeting Date: 06/09/2023	Country: United Kingdom	Ticker: MGP
Record Date: 06/07/2023	Meeting Type: Court	
Primary Security ID: G5957X102		

Medica Group Plc

Shares Voted: 791,212

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

Centrica Plc

Meeting Date: 06/13/2023Country: United KingdomTicker: CNA

Record Date: 06/09/2023Meeting Type: Annual

Primary Security ID: G2018Z143

Shares Voted: 12,311,980

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 Chandereet Duggal as Director	Mgmt	For	For	For
5	Elect Russell O'Brien as Director	Mgmt	For	For	For
6	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
7	Re-elect Nathan Bostock as Director	Mgmt	For	For	For
8	Re-elect Heidi Mottram as Director	Mgmt	For	For	For
9	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
10	Re-elect Chris O'Shea as Director	Mgmt	For	For	For
11	Re-elect Amber Rudd as Director	Mgmt	For	For	For
12	Re-elect Scott Wheway 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 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

Centrica Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Dollar Tree, Inc.

Meeting Date: 06/13/2023

Record Date: 04/14/2023

Primary Security ID: 256746108

Country: USA

Meeting Type: Annual

Ticker: DLTR

Shares Voted: 29,693

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1b	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1c	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1d	Elect Director Paul C. Hilal	Mgmt	For	For	For
1e	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1f	Elect Director Mary A. Laschinger	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director Winnie Y. Park	Mgmt	For	For	For
1i	Elect Director Bertram L. Scott	Mgmt	For	For	For
1j	Elect Director Stephanie P. Stahl	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. There are significant concerns raised by the size of new Executive Chairman and CEO Dreiling's equity awards, which the company values at \$135.6 million, approximately 11.5 times the median total CEO pay at ISS-selected peers. These concerns are magnified as the award consists entirely of time-based stock options.					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Report on Economic and Social Risks of Compensation and Workforce Practices and Any Impact on Diversified Shareholders	SH	Against	Against	Against

Caterpillar Inc.

Meeting Date: 06/14/2023

Record Date: 04/17/2023

Primary Security ID: 149123101

Country: USA

Meeting Type: Annual

Ticker: CAT

Shares Voted: 38,524

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
1.3	Elect Director Daniel M. Dickinson	Mgmt	For	For	For
1.4	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1.5	Elect Director Gerald Johnson	Mgmt	For	For	For
1.6	Elect Director David W. MacLennan	Mgmt	For	For	For
1.7	Elect Director Judith F. Marks	Mgmt	For	For	For
1.8	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.9	Elect Director Susan C. Schwab	Mgmt	For	For	For
1.10	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1.11	Elect Director Rayford Wilkins, 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Lobbying	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company has improved its disclosure on its political activities, gaps remain regarding how the company assesses its trade association partners' lobbying activities vis-à-vis Paris Agreement goals and steps it would take when significant misalignment is found. This information could help reduce the risk of the company supporting organizations at cross purposes to its goals and values.</i>					
7	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company has room to improve on its disclosure of direct and indirect lobbying payments.</i>					
8	Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	Against	Against
9	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

International Consolidated Airlines Group SA

Meeting Date: 06/14/2023

Country: Spain

Ticker: IAG

Record Date: 06/09/2023

Meeting Type: Annual

Primary Security ID: E67674106

International Consolidated Airlines Group SA

Shares Voted: 669,327

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 and Dividends	Mgmt	For	For	For
5a	Re-elect Javier Ferran as Director	Mgmt	For	For	For
5b	Re-elect Luis Gallego as Director	Mgmt	For	For	For
5c	Re-elect Giles Agutter as Director	Mgmt	For	For	For
5d	Re-elect Peggy Bruzelius as Director	Mgmt	For	For	For
5e	Re-elect Eva Castillo Sanz as Director	Mgmt	For	For	For
5f	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
5g	Re-elect Maurice Lam as Director	Mgmt	For	For	For
5h	Re-elect Heather McSharry as Director	Mgmt	For	For	For
5i	Re-elect Robin Phillips as Director	Mgmt	For	For	For
5j	Re-elect Emilio Saracho as Director	Mgmt	For	For	For
5k	Re-elect Nicola Shaw as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Allotment of Shares for Share Awards under the Executive Share Plan	Mgmt	For	For	For
8	Authorise Market Purchase of Shares	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	Mgmt	For	For	For
11a	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights	Mgmt	For	For	For
11b	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
12	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For

James Fisher & Sons Plc

Meeting Date: 06/14/2023

Country: United Kingdom

Ticker: FSJ

Record Date: 06/12/2023

Meeting Type: Annual

Primary Security ID: G35056103

James Fisher & Sons Plc

Shares Voted: 2,403,245

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 Jean Vernet as Director	Mgmt	For	For	For
4	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
5	Re-elect Duncan Kennedy as Director	Mgmt	For	For	For
6	Re-elect Aedamar Comiskey as Director	Mgmt	For	For	For
7	Re-elect Justin Atkinson as Director	Mgmt	For	For	For
8	Re-elect Inken Braunschmidt as Director	Mgmt	For	For	For
9	Re-elect Claire Hawkins as Director	Mgmt	For	For	For
10	Re-elect Kash Pandya 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

Canadian Pacific Kansas City Limited

Meeting Date: 06/15/2023

Record Date: 04/24/2023

Primary Security ID: 13646K108

Country: Canada

Meeting Type: Annual

Ticker: CP

Shares Voted: 93,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
3	Management Advisory Vote on Climate Change	Mgmt	For	For	For

Canadian Pacific Kansas City Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Elect Director John Baird	Mgmt	For	For	For
4.2	Elect Director Isabelle Courville	Mgmt	For	For	For
4.3	Elect Director Keith E. Creel	Mgmt	For	For	For
4.4	Elect Director Gillian H. Denham	Mgmt	For	For	For
4.5	Elect Director Antonio Garza	Mgmt	For	For	For
4.6	Elect Director David Garza-Santos	Mgmt	For	For	For
4.7	Elect Director Edward R. Hamberger	Mgmt	For	For	For
4.8	Elect Director Janet H. Kennedy	Mgmt	For	For	For
4.9	Elect Director Henry J. Maier	Mgmt	For	For	For
4.10	Elect Director Matthew H. Paull	Mgmt	For	For	For
4.11	Elect Director Jane L. Peverett	Mgmt	For	For	For
4.12	Elect Director Andrea Robertson	Mgmt	For	For	For
4.13	Elect Director Gordon T. Trafton	Mgmt	For	For	For

Delta Air Lines, Inc.

Meeting Date: 06/15/2023

Country: USA

Ticker: DAL

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: 247361702

Shares Voted: 125,066

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 Greg Creed	Mgmt	For	For	For
1c	Elect Director David G. DeWalt	Mgmt	For	For	For
1d	Elect Director William H. Easter, III	Mgmt	For	For	For
1e	Elect Director Leslie D. Hale	Mgmt	For	For	For
1f	Elect Director Christopher A. Hazleton	Mgmt	For	For	For
1g	Elect Director Michael P. Huerta	Mgmt	For	For	For
1h	Elect Director Jeanne P. Jackson	Mgmt	For	For	For
1i	Elect Director George N. Mattson	Mgmt	For	For	For
1j	Elect Director Vasant M. Prabhu	Mgmt	For	For	For
1k	Elect Director Sergio A. L. Rial	Mgmt	For	For	For
1l	Elect Director David S. Taylor	Mgmt	For	For	For
1m	Elect Director Kathy N. Waller	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.					
6	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks.					

Grifols SA

Meeting Date: 06/15/2023Country: SpainTicker: GRF

Record Date: 06/09/2023Meeting Type: Annual

Primary Security ID: E5706X215

Shares Voted: 52,463					
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 for FY 2023	Mgmt	For	For	For
6	Appoint Deloitte as Auditor of Consolidated Financial Statements for FY 2024, 2025 and 2026	Mgmt	For	For	For
7.1	Reelect Raimon Grifols Roura as Director	Mgmt	For	For	For
7.2	Reelect Tomas Daga Gelabert as Director	Mgmt	For	For	For
7.3	Reelect Carina Szpilka Lazaro as Director	Mgmt	For	For	For
7.4	Reelect Inigo Sanchez-Asiain Mardones as Director	Mgmt	For	For	For
7.5	Reelect Enriqueta Felip Font as Director	Mgmt	For	For	For
7.6	Maintain Vacant Board Seat	Mgmt	For	For	For

Grifols SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Amend Article 20.bis Re: Director Remuneration	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	Against	Against
Voting Policy Rationale: A vote AGAINST the proposed remuneration policy is warranted, based on the following considerations: * Without downplaying Victor Grifols Roura's contribution to the company, maintaining his EUR 965,000 fee conflicts with his reduced responsibilities under his new capacity and the company endeavors to reduce costs. * The vesting requirements of stock options are substandard (see also Items 12 and 13). * The CiC-triggered severance terms for the founding family members are deemed excessive.					
12	Approve Stock Option Plan	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the proposed stock option plan is warranted because the vesting schedule is substandard: up to 40 percent of stock options may vest two years after grant, and the are no sufficiently mitigating factors to this short vesting period.					
13	Approve Grant of Options to the Executive Chairman and CEO	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the vesting requirements of this sign-on-like bonus are substandard: stock options vest after two years and are not subject to performance conditions, only an overall assessment of the chair/CEO's performance by the board of the execution of the operational improvement plan.					
14	Approve Listing of Class A Shares on NASDAQ; Void Previous Authorization	Mgmt	For	For	For
15	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
16	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Informa Plc

Meeting Date: 06/15/2023	Country: United Kingdom	Ticker: INF
Record Date: 06/13/2023	Meeting Type: Annual	
Primary Security ID: G4770L106		

Shares Voted: 2,672,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Andrew Ransom as Director	Mgmt	For	For	For
2	Re-elect John Rishton as Director	Mgmt	For	For	For
3	Re-elect Stephen Carter as Director	Mgmt	For	For	For
4	Re-elect Gareth Wright as Director	Mgmt	For	For	For
5	Re-elect Mary McDowell as Director	Mgmt	For	For	For
6	Re-elect Gill Whitehead as Director	Mgmt	For	For	For
7	Re-elect Louise Smalley as Director	Mgmt	For	For	For
8	Re-elect David Flaschen as Director	Mgmt	For	For	For
9	Re-elect Joanne Wilson as Director	Mgmt	For	For	For

Informa Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Zheng Yin as Director	Mgmt	For	For	For
11	Re-elect Patrick Martell as Director	Mgmt	For	For	For
12	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Final Dividend	Mgmt	For	For	For
15	Appoint 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	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

Ingersoll Rand Inc.

Meeting Date: 06/15/2023

Country: USA

Ticker: IR

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: 45687V106

Shares Voted: 78,696

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicente Reynal	Mgmt	For	For	For
1b	Elect Director William P. Donnelly	Mgmt	For	For	For
1c	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1d	Elect Director Gary D. Forsee	Mgmt	For	For	For
1e	Elect Director Jennifer Hartsock	Mgmt	For	For	For
1f	Elect Director John Humphrey	Mgmt	For	For	For
1g	Elect Director Marc E. Jones	Mgmt	For	For	For
1h	Elect Director Mark Stevenson	Mgmt	For	For	For
1i	Elect Director Michael Stubblefield	Mgmt	For	For	For
1j	Elect Director Tony L. White	Mgmt	For	For	For

Ingersoll Rand Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche 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 annual incentives were based on financial performance, specific targets and actual quantified results were not disclosed, hindering investors' ability to analyze goal rigor. Further, for FY22, the committee used discretion to increase payouts, including to the CEO. More concerning however, is a special grant made to CEO Reynal, with limited rationale. While the award is contingent upon rigorous performance goals, the magnitude is outsized and grant values disclosed in proxy pay tables do not yet include additional stock options that were granted in early 2023. The award also appears to be made in addition to regular annual grants, as the CEO also received an annual equity award in FY22.					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Lianhua Supermarket Holdings Co., Ltd.

Meeting Date: 06/15/2023Country: ChinaTicker: 980

Record Date: 05/12/2023Meeting Type: Annual

Primary Security ID: Y5279F102

Shares Voted: 10,761,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Work Report of the Board of Directors	Mgmt	For	For	For
2	Approve Work 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
	ELECT DIRECTORS	Mgmt			
6.1	Elect Pu Shao-hua as Director	Mgmt	For	For	For
6.2	Elect Shi Xiao-long as Director	Mgmt	For	For	For
6.3	Elect Chong Xiao-bing as Director	Mgmt	For	For	For
6.4	Elect Hu Xiao as Director	Mgmt	For	For	For
6.5	Elect Zhang Shen-yu as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the elections of Wong Tak Hung and Zhang Shen-yu is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.					
6.6	Elect Dong Xiao-chun as Director	Mgmt	For	For	For

Lianhua Supermarket Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Elect Wong Tak Hung as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the elections of Wong Tak Hung and Zhang Shen-yu is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.					
6.8	Elect Xia Da-wei as Director	Mgmt	For	For	For
6.9	Elect Lee Kwok Ming, Don as Director	Mgmt	For	For	For
6.10	Elect Chen Wei as Director	Mgmt	For	For	For
6.11	Elect Zhao Xin-sheng as Director	Mgmt	For	For	For
	ELECT SUPERVISORS	Mgmt			
7.1	Elect Li Feng as Supervisor	SH	For	For	For
7.2	Elect Luo Yang-hong as Supervisor	SH	For	For	For
8	Approve Remuneration of Directors and Grant of Authorization to the Chairman to Enter into Letter of Appointment with the Directors	Mgmt	For	For	For

Shaftesbury Capital Plc

Meeting Date: 06/15/2023Country: United KingdomTicker: SHC

Record Date: 06/13/2023Meeting Type: Annual

Primary Security ID: G19406100

Shares Voted: 2,811,824

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 Jonathan Nicholls 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 Christopher Ward as Director	Mgmt	For	For	For
8	Re-elect Richard Akers as Director	Mgmt	For	For	For
9	Re-elect Ruth Anderson as Director	Mgmt	For	For	For
10	Re-elect Charlotte Boyle as Director	Mgmt	For	For	For
11	Re-elect Helena Coles as Director	Mgmt	For	For	For
12	Re-elect Anthony Steains as Director	Mgmt	For	For	For
13	Re-elect Jennelle Tilling as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Shaftesbury Capital 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	Approve Scrip Dividend Scheme	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

Teva Pharmaceutical Industries Limited

Meeting Date: 06/15/2023Country: IsraelTicker: TEVA

Record Date: 05/08/2023Meeting Type: Annual

Primary Security ID: M8769Q102

Shares Voted: 1,165,822

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1A	Elect Director Sol J. Barer	Mgmt	For	For	For
1B	Elect Director Michal Braverman-Blumenstyk *Withdrawn Resolution*	Mgmt			
1C	Elect Director Janet S. Vergis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	For

Xtrackers (IE) plc. Xtrackers MSCI USA ESG Screened UCITS ETF Fund

Meeting Date: 06/15/2023Country: IrelandTicker: XRSM

Record Date: 06/13/2023Meeting Type: Annual

Primary Security ID: G982AA751

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	

Xtrackers (IE) plc. Xtrackers MSCI USA ESG Screened UCITS ETF Fund

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	

Zoom Video Communications, Inc.

Meeting Date: 06/15/2023	Country: USA	Ticker: ZM
Record Date: 04/17/2023	Meeting Type: Annual	
Primary Security ID: 98980L101		

Shares Voted: 134,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eric S. Yuan	Mgmt	For	For	For
1.2	Elect Director Peter Gassner	Mgmt	For	For	For
1.3	Elect Director H.R. McMaster	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Herbert Raymond McMaster given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
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 the proposal is warranted. Executives received large "refreshment" grants intended to cover four years of compensation and these grants lack pre-set performance criteria. In addition, some executives received grants intended to offset the lost value from a stock price decline on previous grants. Additionally, one NEO's new-hire package was large and also lacked performance criteria.					

Aon plc

Meeting Date: 06/16/2023	Country: Ireland	Ticker: AON
Record Date: 04/14/2023	Meeting Type: Annual	
Primary Security ID: G0403H108		

Shares Voted: 14,526

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 Adriana Karaboutis	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Sarah E. Smith	Mgmt	For	For	For
1.11	Elect Director Byron O. Spruell	Mgmt	For	For	For
1.12	Elect Director Carolyn Y. Woo	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	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Amend Omnibus Plan	Mgmt	For	For	For

Coinbase Global, Inc.

Meeting Date: 06/16/2023	Country: USA	Ticker: COIN
Record Date: 04/18/2023	Meeting Type: Annual	
Primary Security ID: 19260Q107		

Shares Voted: 23,479

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 Governance Committee members Kathryn (Katie) Haun and Gokul Rajaram 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 the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Frederick (Fred) Ehrsam III for serving as a non-independent member of a key board committee. In the absence of a say-on-pay proposal, WITHHOLD votes are warranted for Compensation Committee members Fred Wilson, Kelly Kramer, and Gokul Rajaram. The company provided the CEO a security-related perquisite that significantly exceeded the median of the Russell 3000 Index without disclosing sufficient rationale. A vote FOR director nominee Tobias Lutke is warranted.					
1.2	Elect Director Kathryn Haun	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kathryn (Katie) Haun and Gokul Rajaram 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 the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Frederick (Fred) Ehrsam III for serving as a non-independent member of a key board committee. In the absence of a say-on-pay proposal, WITHHOLD votes are warranted for Compensation Committee members Fred Wilson, Kelly Kramer, and Gokul Rajaram. The company provided the CEO a security-related perquisite that significantly exceeded the median of the Russell 3000 Index without disclosing sufficient rationale. A vote FOR director nominee Tobias Lutke is warranted.					

Coinbase Global, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Kelly A. Kramer	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kathryn (Katie) Haun and Gokul Rajaram 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 the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Frederick (Fred) Ehrsam III for serving as a non-independent member of a key board committee. In the absence of a say-on-pay proposal, WITHHOLD votes are warranted for Compensation Committee members Fred Wilson, Kelly Kramer, and Gokul Rajaram. The company provided the CEO a security-related perquisite that significantly exceeded the median of the Russell 3000 Index without disclosing sufficient rationale. A vote FOR director nominee Tobias Lutke is warranted.</i>					
1.4	Elect Director Tobias Lutke	Mgmt	For	For	For
1.5	Elect Director Gokul Rajaram	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kathryn (Katie) Haun and Gokul Rajaram 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 the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Frederick (Fred) Ehrsam III for serving as a non-independent member of a key board committee. In the absence of a say-on-pay proposal, WITHHOLD votes are warranted for Compensation Committee members Fred Wilson, Kelly Kramer, and Gokul Rajaram. The company provided the CEO a security-related perquisite that significantly exceeded the median of the Russell 3000 Index without disclosing sufficient rationale. A vote FOR director nominee Tobias Lutke is warranted.</i>					
1.6	Elect Director Fred Wilson	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Kathryn (Katie) Haun and Gokul Rajaram 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 the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for Frederick (Fred) Ehrsam III for serving as a non-independent member of a key board committee. In the absence of a say-on-pay proposal, WITHHOLD votes are warranted for Compensation Committee members Fred Wilson, Kelly Kramer, and Gokul Rajaram. The company provided the CEO a security-related perquisite that significantly exceeded the median of the Russell 3000 Index without disclosing sufficient rationale. A vote FOR director nominee Tobias Lutke is warranted.</i>					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Tesco Plc

Meeting Date: 06/16/2023	Country: United Kingdom	Ticker: TSCO
Record Date: 06/14/2023	Meeting Type: Annual	
Primary Security ID: G8T67X102		

Shares Voted: 9,798,350

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	Approve Final Dividend	Mgmt	For	For	For
4	Elect Caroline Silver as Director	Mgmt	For	For	For
5	Re-elect John Allan as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
7	Re-elect Bertrand Bodson as Director	Mgmt	For	For	For

Tesco Plc

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

Amadeus IT Group SA

Meeting Date: 06/20/2023

Record Date: 06/15/2023

Primary Security ID: E04648114

Country: Spain

Meeting Type: Annual

Ticker: AMS

Shares Voted: 45,379					
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 Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Elect Frits Dirk van Paasschen as Director	Mgmt	For	For	For
6.2	Reelect William Connelly as Director	Mgmt	For	For	For

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
6.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
6.5	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
6.6	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
6.7	Reelect Xiaoqun Clever as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

General Motors Company

Meeting Date: 06/20/2023

Country: USA

Ticker: GM

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: 37045V100

Shares Voted: 325,129

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 Joanne C. Crevoiserat	Mgmt	For	For	For
1e	Elect Director Linda R. Gooden	Mgmt	For	For	For
1f	Elect Director Joseph Jimenez	Mgmt	For	For	For
1g	Elect Director Jonathan McNeill	Mgmt	For	For	For
1h	Elect Director Judith A. Miscik	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For
1j	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1k	Elect Director Mark A. Tatum	Mgmt	For	For	For
1l	Elect Director Jan E. Tighe	Mgmt	For	For	For
1m	Elect Director Devin N. Wenig	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
5	Report on Risks Related to Operations in China	SH	Against	Against	Against

General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	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 enhance shareholder rights, and the risk of abuse is considered small.					
7	Report on Setting Sustainable Sourcing Targets	SH	Against	Against	Against

MetLife, Inc.

Meeting Date: 06/20/2023Country: USATicker: MET

Record Date: 04/21/2023Meeting Type: Annual

Primary Security ID: 59156R108

Shares Voted: 121,522

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 Jeh C. Johnson	Mgmt	For	For	For
1h	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1i	Elect Director William E. Kennard	Mgmt	For	For	For
1j	Elect Director Michel A. Khalaf	Mgmt	For	For	For
1k	Elect Director Catherine R. Kinney	Mgmt	For	For	For
1l	Elect Director Diana L. McKenzie	Mgmt	For	For	For
1m	Elect Director Denise M. Morrison	Mgmt	For	For	For
1n	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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Saga Plc

Meeting Date: 06/20/2023Country: United KingdomTicker: SAGA

Record Date: 06/16/2023Meeting Type: Annual

Primary Security ID: G7770H124

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
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The annual bonus outcomes are once again not aligned with Company performance or the wider shareholder experience. In particular, it is noted that the dividend remains suspended and that a profit warning was issued in September 2022. * A considerable majority of the bonus payout was due to the EDs' strategic objectives, which paid out almost at the maximum despite not being congruent with payouts under the financials. * The operation of a highly leveraged plan (the STP) alongside a quasi-guaranteed plan (the RSP) is a material concern. * Concerns remain over the quantum of the overall remuneration package available to EDs is compounded by the STP, a type of value creation plan, which risks rewarding participants with sizeable awards for share price increases precipitated by external factors. The adding of the CEO of Insurance to the STP exacerbates these concerns further.</i>					
3	Re-elect Sir Roger De Haan as Director	Mgmt	For	For	For
4	Re-elect Euan Sutherland as Director	Mgmt	For	For	For
5	Re-elect James Quin as Director	Mgmt	For	For	For
6	Re-elect Eva Eisenschimmel as Director	Mgmt	For	For	For
7	Re-elect Julie Hopes as Director	Mgmt	For	For	For
8	Re-elect Gareth Hoskin as Director	Mgmt	For	For	For
9	Elect Anand Aithal as Director	Mgmt	For	For	For
10	Elect Sir Peter Bazalgette as Director	Mgmt	For	For	For
11	Elect Gemma Godfrey as Director	Mgmt	For	For	For
12	Elect Steve Kingshott as Director	Mgmt	For	For	For
13	Reappoint KPMG 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	Approve Deferred Bonus Plan	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

Activision Blizzard, Inc.

Meeting Date: 06/21/2023

Record Date: 04/25/2023

Primary Security ID: 00507V109

Country: USA

Meeting Type: Annual

Ticker: ATVI

Shares Voted: 108,512

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 Barry Meyer	Mgmt	For	For	For
1g	Elect Director Robert Morgado	Mgmt	For	For	For
1h	Elect Director Peter Nolan	Mgmt	For	For	For
1i	Elect Director Dawn Ostroff	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The proposal is not an outright ban on the acceleration of awards or other severance arrangements; rather, future agreements that exceed the severance basis would likely require shareholder ratification. Further, the proposal only applies to future severance arrangements and therefore would not impact all severance programs that are currently in place.					
6	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as this policy may benefit shareholders by improving the company's management of related risks.					
7	Report on Prevention of Harassment and Discrimination in the Workplace - Withdrawn	SH			

Daimler Truck Holding AG

Meeting Date: 06/21/2023

Record Date: 06/14/2023

Primary Security ID: D1T3RZ100

Country: Germany

Meeting Type: Annual

Ticker: DTG

Shares Voted: 41,972

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.30 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Goetz for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2022	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2022	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2022	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Karin Radstroem for Fiscal Year 2022	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Stephan Unger for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Raymond Curry (from Nov. 22, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Harald Dorn (until Nov. 22, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2022	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2022	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2022	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2022	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2022	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2022	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2022	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Claudia Peter (until Nov. 22, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2022	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2022	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Andrea Seidel (from Nov. 22, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2022	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2022	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2022	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2022	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for a Review of Interim Financial Statements for Fiscal Year 2024 until the Next AGM	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

eBay, Inc.

Meeting Date: 06/21/2023

Record Date: 04/24/2023

Primary Security ID: 278642103

Country: USA

Meeting Type: Annual

Ticker: EBAY

Shares Voted: 246,358

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 Aparna Chennapragada	Mgmt	For	For	For
1c	Elect Director Logan D. Green	Mgmt	For	For	For
1d	Elect Director E. Carol Hayles	Mgmt	For	For	For
1e	Elect Director Jamie Iannone	Mgmt	For	For	For
1f	Elect Director Shripriya Mahesh	Mgmt	For	For	For
1g	Elect Director Paul S. Pressler	Mgmt	For	For	For
1h	Elect Director Mohak Shroff	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
Voting Policy Rationale: Based on an 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 plan cost is excessive * 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 allows broad discretion to accelerate vesting					
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
7	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 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.					

Card Factory Plc

Meeting Date: 06/22/2023

Record Date: 06/20/2023

Primary Security ID: G1895H101

Country: United Kingdom

Meeting Type: Annual

Ticker: CARD

Shares Voted: 3,877,603

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	Elect Matthias Seeger as Director	Mgmt	For	For	For
5	Re-elect Roger Whiteside as Director	Mgmt	For	For	For
6	Re-elect Nathan Lane as Director	Mgmt	For	For	For
7	Re-elect Robert McWilliam as Director	Mgmt	For	For	For
8	Elect Indira Thambiah as Director	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Appoint Mazars LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit & 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

NVIDIA Corporation

Meeting Date: 06/22/2023

Record Date: 04/24/2023

Primary Security ID: 67066G104

Country: USA

Meeting Type: Annual

Ticker: NVDA

Shares Voted: 57,825

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

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

QIAGEN NV

Meeting Date: 06/22/2023

Record Date: 05/25/2023

Primary Security ID: N72482123

Country: Netherlands

Meeting Type: Annual

Ticker: QGEN

Shares Voted: 42,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
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
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	For
5.b	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For	For
5.c	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	For
5.d	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	For	For
5.e	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For	For
5.g	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For	For
5.h	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For
6.a	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
6.b	Reelect Roland Sackers to Management Board	Mgmt	For	For	For
7	Reappoint KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
8.a	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	For	For
8.b	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
12	Approve QIAGEN N.V. 2023 Stock Plan	Mgmt	For	For	For

The Kroger Co.

Meeting Date: 06/22/2023	Country: USA	Ticker: KR
Record Date: 04/24/2023	Meeting Type: Annual	
Primary Security ID: 501044101		

Shares Voted: 44,694

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1b	Elect Director Kevin M. Brown	Mgmt	For	For	For
1c	Elect Director Elaine L. Chao	Mgmt	For	For	For
1d	Elect Director Anne Gates	Mgmt	For	For	For
1e	Elect Director Karen M. Hoguet	Mgmt	For	For	For
1f	Elect Director W. Rodney McMullen	Mgmt	For	For	For
1g	Elect Director Clyde R. Moore	Mgmt	For	For	For
1h	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1i	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
1j	Elect Director Mark S. Sutton	Mgmt	For	For	For
1k	Elect Director Ashok Vemuri	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	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Against	Against
6	Report on Charitable Contributions	SH	Against	Against	Against
7	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to reduce its plastics use by shifting away from single-use packaging would allow shareholders to better assess the company's related risk management.					
8	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 global median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.					
9	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against

Whitbread Plc

Meeting Date: 06/22/2023Country: United KingdomTicker: WTB

Record Date: 06/20/2023Meeting Type: Annual

Primary Security ID: G9606P197

Shares Voted: 708,724

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	Elect Dominic Paul as Director	Mgmt	For	For	For
5	Elect Karen Jones as Director	Mgmt	For	For	For
6	Elect Cilla Snowball as Director	Mgmt	For	For	For
7	Re-elect David Atkins as Director	Mgmt	For	For	For
8	Re-elect Kal Atwal as Director	Mgmt	For	For	For
9	Re-elect Horst Baier as Director	Mgmt	For	For	For
10	Re-elect Fumbi Chima as Director	Mgmt	For	For	For

Whitbread Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Adam Crozier as Director	Mgmt	For	For	For
12	Re-elect Frank Fiskers as Director	Mgmt	For	For	For
13	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
14	Re-elect Chris Kennedy as Director	Mgmt	For	For	For
15	Re-elect Hemant Patel as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise Board 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
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	Amend Articles of Association Re: Articles 3A(B) and 3B(B)	Mgmt	For	For	For
25	Amend Articles of Association Re: Articles 1 to 3 and 4 to 133	Mgmt	For	For	For

Workday, Inc.

Meeting Date: 06/22/2023

Record Date: 04/25/2023

Primary Security ID: 98138H101

Country: USA

Meeting Type: Annual

Ticker: WDAY

Shares Voted: 24,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christa Davies	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST Governance Committee members George Still Jr. and Christa Davies is warranted for maintaining a dual-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.					
1b	Elect Director Wayne A.I. Frederick	Mgmt	For	For	For
1c	Elect Director Mark J. Hawkins	Mgmt	For	For	For
1d	Elect Director George J. Still, Jr.	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST Governance Committee members George Still Jr. and Christa Davies is warranted for maintaining a dual-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.					

Workday, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 new co-CEO received relatively outsized new-hire awards, the majority of which were completely time-based. Furthermore, there is no disclosure of the specific performance targets underlying the annual incentive plan, and the company's regular equity awards remain entirely time-based.					
4	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against

Rathbones Group Plc

Meeting Date: 06/23/2023Country: United KingdomTicker: RAT

Record Date: 06/21/2023Meeting Type: Special

Primary Security ID: G73904107

Shares Voted: 555,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Combination of Rathbones Group plc and Investec Wealth & Investment Limited	Mgmt	For	For	For
2	Authorise Issue of Equity in Connection with the Combination	Mgmt	For	For	For

Biogen Inc.

Meeting Date: 06/26/2023Country: USATicker: BIIB

Record Date: 04/20/2023Meeting Type: Annual

Primary Security ID: 09062X103

Shares Voted: 13,317

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexander J. Denner - Withdrawn	Mgmt			
1b	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1c	Elect Director Maria C. Freire	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Maria Freire and William Hawkins is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.					
1d	Elect Director William A. Hawkins	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Maria Freire and William Hawkins is warranted given the committee's lack of responsiveness to relatively low support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.					

Biogen Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director William D. Jones- Withdrawn	Mgmt			
1f	Elect Director Jesus B. Mantas	Mgmt	For	For	For
1g	Elect Director Richard C. Mulligan- Withdrawn	Mgmt			
1h	Elect Director Eric K. Rowinsky	Mgmt	For	For	For
1i	Elect Director Stephen A. Sherwin	Mgmt	For	For	For
1j	Elect Director Christopher A. Viehbach	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
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment for the year under review is mitigated given that annual and long-term incentives are sufficiently tied to objective performance measures, although continued monitoring is warranted given goal rigor and disclosure concerns under the annual incentive program. However, the compensation committee did not demonstrate sufficient responsiveness to last year's say-on-pay vote result. Specifically, the company does not disclose any shareholder concerns or specific feedback and the committee did not take any specific actions in response to the nearly half its shareholders opposing last year's say-on-pay.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Elect Director Susan K. Langer	Mgmt	For	For	For

Capricorn Energy Plc

Meeting Date: 06/26/2023Country: United KingdomTicker: CNE

Record Date: 06/22/2023Meeting Type: Annual

Primary Security ID: G17528327

Shares Voted: 125,242

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	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Craig van der Laan as Director	Mgmt	For	For	For
7	Elect Randall Neely as Director	Mgmt	For	For	For
8	Re-elect Maria Gordon as Director	Mgmt	For	For	For
9	Re-elect Richard Herbert as Director	Mgmt	For	For	For
10	Re-elect Hesham Mekawi as Director	Mgmt	For	For	For

Capricorn Energy Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Tom Pitts as Director	Mgmt	For	For	For
12	Elect Patrice Merrin 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
18	Adopt New Articles of Association	Mgmt	For	For	For

Kingfisher plc

Meeting Date: 06/27/2023

Country: United Kingdom

Ticker: KGF

Record Date: 06/23/2023

Meeting Type: Annual

Primary Security ID: G5256E441

Shares Voted: 4,265,861

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 Bernard Bot as Director	Mgmt	For	For	For
6	Re-elect Catherine Bradley as Director	Mgmt	For	For	For
7	Re-elect Jeff Carr as Director	Mgmt	For	For	For
8	Re-elect Andrew Cosslett as Director	Mgmt	For	For	For
9	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
10	Re-elect Sophie Gasperment as Director	Mgmt	For	For	For
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
12	Re-elect Bill Lennie 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

Kingfisher plc

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

Mastercard Incorporated

Meeting Date: 06/27/2023Country: USATicker: MA

Record Date: 04/28/2023Meeting Type: Annual

Primary Security ID: 57636Q104

Shares Voted: 42,397					
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
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 Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Uggla	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	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Report on Overseeing Risks Related to Discrimination	SH	Against	Against	Against
7	Report on Establishing Merchant Category Code for Gun and Ammunition Stores	SH	Against	Against	Against
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	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
10	Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	SH	Against	Against	Against

3i Group PLC

Meeting Date: 06/29/2023Country: United KingdomTicker: III

Record Date: 06/27/2023Meeting Type: Annual

Primary Security ID: G88473148

Shares Voted: 212,076

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 Increase in Limit on the Aggregate Amount of Fees Payable to Directors	Mgmt	For	For	For
5	Approve Dividend	Mgmt	For	For	For
6	Re-elect Simon Borrows as Director	Mgmt	For	For	For
7	Re-elect Stephen Daintith as Director	Mgmt	For	For	For
8	Re-elect Jasi Halai as Director	Mgmt	For	For	For
9	Re-elect James Hatchley as Director	Mgmt	For	For	For
10	Re-elect David Hutchison as Director	Mgmt	For	For	For
11	Re-elect Lesley Knox as Director	Mgmt	For	For	For
12	Re-elect Coline McConville as Director	Mgmt	For	For	For
13	Re-elect Peter McKellar as Director	Mgmt	For	For	For

3i Group PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise Board Acting Through the Audit and Compliance 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

DSM-Firmenich AG

Meeting Date: 06/29/2023

Record Date:

Primary Security ID: H0245V108

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Ticker: DSFIR

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	For	For	For
2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	For	For	For
3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	For	For	For
4.1	Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	For	For	For
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	For	For	For
5	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.

Morgan Advanced Materials Plc

Meeting Date: 06/29/2023

Country: United Kingdom

Ticker: MGAM

Record Date: 06/27/2023

Meeting Type: Annual

Primary Security ID: G62496131

Shares Voted: 621,768

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 Jane Aikman as Director	Mgmt	For	For	For
5	Elect Richard Armitage as Director	Mgmt	For	For	For
6	Re-elect Helen Bunch as Director	Mgmt	For	For	For
7	Elect Ian Marchant 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 Clement Woon 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 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

tinyBuild Inc.

Meeting Date: 06/29/2023

Country: USA

Ticker: TBLD

Record Date: 06/06/2023

Meeting Type: Annual

Primary Security ID: U8884H103

Shares Voted: 1,525,000

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	For	For
3	Elect Alex Nichiporchik as Director	Mgmt	For	For	For
4	Elect Nick van Dyk as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Item 3 A vote FOR the election of Alex Nichiporchik is warranted because no significant concerns have been identified. Item 4 A vote AGAINST the re-election of Nick van Dyk is warranted because: * A potential independence issue has been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.					
5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
6	Approve Waiver on Tender-Bid Requirement Pursuant to the Future Acquisition of Additional Shares by Alex Nichiporchik	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The potential increase in the shareholding of Alex Nichiporchik and Concert Parties raises concerns of creeping control of the Company.					

Domino's Pizza Group Plc

Meeting Date: 06/30/2023Country: United KingdomTicker: DOM
Record Date: 06/28/2023Meeting Type: Special
Primary Security ID: G28113101

Shares Voted: 1,277,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted. While it is acknowledged that the one-off award of Premium Priced Options is geared towards recruiting and retaining talent, following historically low retention rate in the senior management, the following concerns are brought to shareholder attention: * The proposed one-off award will materially increase total remuneration available to the Executive Directors, despite the CEO's base salary level already positioned competitively to peers. * The mechanics of the one-off awards are considered complex, contrary to investor preference. * The pre-vesting underpin may accommodate more stretch.					
2	Amend 2022 Long Term Incentive Plan	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted. While it is acknowledged that the one-off award of Premium Priced Options is geared towards recruiting and retaining talent, following historically low retention rate in the senior management, the following concerns are brought to shareholder attention: * The proposed one-off award which will substantially increase total remuneration, despite the CEO's base salary level already positioned competitively to peers. * The mechanics of the one-off awards are considered complex, contrary to investor preference. * The pre-vesting underpin may accommodate more stretch.					

Meeting Date: 06/30/2023	Country: United Kingdom	Ticker: MGP
Record Date: 06/28/2023	Meeting Type: Annual	
Primary Security ID: G5957X102		

Shares Voted: 791,212

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	Against	Against
Voting Policy Rationale: A vote AGAINST this item is considered warranted: * The Remuneration Committee has made retrospective adjustments to the in-flight 2019 PSP awards, resulting in vesting of awards which would have otherwise lapsed.					
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Roy Davis as Director	Mgmt	For	For	For
7	Re-elect Barbara Moorhouse as Director	Mgmt	For	For	For
8	Re-elect Joanne Easton as Director	Mgmt	For	For	For
9	Re-elect Junaïd 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	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 Another 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