VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Hainan Meilan International Airport Company Limited

Meeting Date: 01/04/2023	Country: China	Ticker: 357
Record Date: 12/15/2022	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y3245V103		

					Shares Voted: 4,445,293
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Lease Agreement and Related Transactions	Mgmt	For	For	For
2	Approve Proposals Put Forward by Any Shareholder(s) Holding Three Percent or More of the Shares Entitled to Vote	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information.

Centrais Eletricas Brasileiras SA

Meeting Date: 01/05/2023	Country: Brazil	Ticker: ELET6
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P22854106		

				Shares Voted: 12,841,217
Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
Approve Repurchase and Cancellation of All Company's Preferred A Shares	Mgmt	For	For	For
the proposal, which would simplify the share reasonable based on the independent valuat	holder structure; * Th ion of the shares; * Th	ne price to be paid for the rep the overall cash expenditure of	ourchase of shares appears of the transaction does not	
Amend Articles Re: Preferred A Shares	Mgmt	For	For	For
the proposal, which would simplify the share reasonable based on the independent valuat	holder structure; * Th ion of the shares; * Th	ne price to be paid for the rep the overall cash expenditure of	ourchase of shares appears of the transaction does not	
Approve Stock Merger Agreement between the Company and Its Subsidiary Companhia Hidro Eletrica do Sao Francisco (CHESF)	Mgmt	For	For	For
	Approve Repurchase and Cancellation of All Company's Preferred A Shares <i>Voting Policy Rationale: A vote FOR these ite</i> <i>the proposal, which would simplify the share</i> <i>reasonable based on the independent valuat</i> <i>appear to represent an excessive cost to the</i> Amend Articles Re: Preferred A Shares <i>Voting Policy Rationale: A vote FOR these ite</i> <i>the proposal, which would simplify the share</i> <i>reasonable based on the independent valuat</i> <i>appear to represent an excessive cost to the</i> <i>Approve Stock Merger Agreement</i> <i>between the Company and Its</i> <i>Subsidiary Companhia Hidro Eletrica</i>	Approve Repurchase and Cancellation of All Company's Preferred A Shares Mgmt Voting Policy Rationale: A vote FOR these items is warranted becat the proposal, which would simplify the shareholder structure; * Th reasonable based on the independent valuation of the shares; * T appear to represent an excessive cost to the company; and * The Amend Articles Re: Preferred A Shares Mgmt Voting Policy Rationale: A vote FOR these items is warranted becat the proposal, which would simplify the shareholder structure; * Th reasonable based on the independent valuation of the shares; * T appear to represent an excessive cost to the company; and * The Approve Stock Merger Agreement Mgmt Approve Stock Merger Agreement Mgmt between the Company and Its Subsidiary Companhia Hidro Eletrica	Proposal Text Proponent Rec Approve Repurchase and Cancellation of All Company's Preferred A Shares Mgmt For Voting Policy Rationale: A vote FOR these items is warranted because: * The company has prot the proposal, which would simplify the shareholder structure; * The price to be paid for the represent an excessive cost to the company; and * The company has disclosed the for Amend Articles Re: Preferred A Shares Mgmt For Voting Policy Rationale: A vote FOR these items is warranted because: * The overall cash expenditure of appear to represent an excessive cost to the company; and * The company has disclosed the for Amend Articles Re: Preferred A Shares Mgmt For Voting Policy Rationale: A vote FOR these items is warranted because: * The company has proto the proposal, which would simplify the shareholder structure; * The price to be paid for the reperesonable based on the independent valuation of the shares; * The overall cash expenditure of appear to represent an excessive cost to the company; and * The company has disclosed the for Approve Stock Merger Agreement Mgmt For Approve Stock Merger Agreement Mgmt For between the Company and Its Subsidiary Companhia Hidro Eletrica	Proposal Text Proponent Mgmt Rec Policy Rec Approve Repurchase and Cancellation of All Company's Preferred A Shares Mgmt For For Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided a reasonable rationale the proposal, which would simplify the shareholder structure; * The price to be paid for the repurchase of shares appears reasonable based on the independent valuation of the shares; * The overall cash expenditure of the transaction does not appear to represent an excessive cost to the company; and * The company has provided a reasonable rationale the proposal, which would simplify the shareholder structure; * The price to be paid for the repurchase of shares appears reasonable based on the independent valuation of the shares; * The overall cash expenditure of the transaction does not represent an excessive cost to the company; and * The company has provided a reasonable rationale the proposal, which would simplify the shareholder structure; * The price to be paid for the repurchase of shares appears reasonable based on the independent valuation of the shares; * The overall cash expenditure of the transaction does not appear to represent an excessive cost to the company; and * The company has disclosed the full terms of the amended by the proposal, which would simplify the shareholder structure; * The price to be paid for the repurchase of shares appears reasonable based on the independent valuation of the shares; * The overall cash expenditure of the transaction does not appear to represent an excessive cost to the company; and * The company has disclosed the full terms of the amended by the proposal, which would simplify the shareholder structure; * The price to be paid for the repurchase of shares appears reasonable based on the independent valuation of the shares; * The overall

proposed mergers of subsidiaries, which constitute a corporate reorganization following the company's privatization carried out in June 2022; * The rationale of simplifying the corporate structure of the company is reasonable; and * The maximum number of ordinary shares issued as a result of the transactions represents approximately 0.3 percent of Eletorbras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
4	Ratify Taticca Auditores Independentes S.S. as Independent Firm to Appraise Proposed Transaction (Eletrobras and CHESF Appraisals)	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these its proposed mergers of subsidiaries, which cor in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the t alleviating concerns regarding excessive dilu	nstitute a corporate re the corporate structu transactions represent	organization following the con re of the company is reasonal ts approximately 0.3 percent c	mpany's privatization carried ble; and * The maximum num	out nber		
5	Approve Independent Firm's Appraisals (Eletrobras and CHESF Appraisals)	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these its proposed mergers of subsidiaries, which cor in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the t alleviating concerns regarding excessive dilu	nstitute a corporate re the corporate structu transactions represent	organization following the con re of the company is reasonal ts approximately 0.3 percent c	mpany's privatization carried ble; and * The maximum num	out nber		
6	Ratify Ernst & Young Assessoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction (Eletrobras and CHESF Article 264 Appraisals)	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted because: * Eletrobras has provided detailed information of the proposed mergers of subsidiaries, which constitute a corporate reorganization following the company's privatization carried out in June 2022; * The rationale of simplifying the corporate structure of the company is reasonable; and * The maximum number of ordinary shares issued as a result of the transactions represents approximately 0.3 percent of Eletorbras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.						
7	Approve Independent Firm's Appraisals (Eletrobras and CHESF Article 264 Appraisals)	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted because: * Eletrobras has provided detailed information of the proposed mergers of subsidiaries, which constitute a corporate reorganization following the company's privatization carried out in June 2022; * The rationale of simplifying the corporate structure of the company is reasonable; and * The maximum number of ordinary shares issued as a result of the transactions represents approximately 0.3 percent of Eletorbras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.						
8	Approve Merger of CHESF Shares	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these its proposed mergers of subsidiaries, which con in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the t alleviating concerns regarding excessive dilu	nstitute a corporate re the corporate structu transactions represent	organization following the con re of the company is reasonal ts approximately 0.3 percent c	mpany's privatization carried ble; and * The maximum num	out nber		
9	Authorize Executives to Deliver the Shares Issued in the Company's Capital Increase Resulting from the Merger of CHESF Shares to CHESF Shareholders	Mgmt	For	For	For		
	-		'				

proposed mergers of subsidiaries, which constitute a corporate reorganization following the company's privatization carried out in June 2022; * The rationale of simplifying the corporate structure of the company is reasonable; and * The maximum number of ordinary shares issued as a result of the transactions represents approximately 0.3 percent of Eletorbras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
10	Approve Stock Merger Agreement between the Company and Its Subsidiary Companhia de Geracao e Transmissao de Energia Eletrica do Sul do Brasil (CGT Eletrosul)	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposed mergers of subsidiaries, which o in June 2022; * The rationale of simplifyin of ordinary shares issued as a result of th alleviating concerns regarding excessive o	constitute a corporate reo ng the corporate structure e transactions represents	rganization following the com of the company is reasonab approximately 0.3 percent o	npany's privatization carried ole; and * The maximum nun	out nber			
11	Ratify Taticca Auditores Independentes S.S. as Independent Firm to Appraise Proposed Transaction (CGT Eletrosul Appraisal and, If Not Previously Approved, Eletrobas Appraisal)	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposed mergers of subsidiaries, which o in June 2022; * The rationale of simplifyin of ordinary shares issued as a result of th alleviating concerns regarding excessive o	constitute a corporate reo ng the corporate structure e transactions represents	rganization following the com of the company is reasonab approximately 0.3 percent o	npany's privatization carried ole; and * The maximum nun	out nber			
12	Approve Independent Firm's Appraisals (CGT Eletrosul Appraisal and, If Not Previously Approved, Eletrobas Appraisal)	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these items is warranted because: * Eletrobras has provided detailed information of the proposed mergers of subsidiaries, which constitute a corporate reorganization following the company's privatization carried out in June 2022; * The rationale of simplifying the corporate structure of the company is reasonable; and * The maximum number of ordinary shares issued as a result of the transactions represents approximately 0.3 percent of Eletorbras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.							
13	Ratify Ernst & Young Assessoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction (CGT Eletrosul Article 264 Appraisal and, If Not Previously Approved, Eletrobas Article 264 Appraisal)	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposed mergers of subsidiaries, which o in June 2022; * The rationale of simplifyir of ordinary shares issued as a result of th alleviating concerns regarding excessive o	constitute a corporate reo ng the corporate structure e transactions represents	rganization following the com of the company is reasonab approximately 0.3 percent o	npany's privatization carried ble; and * The maximum num	out nber			
14	Approve Independent Firm's Appraisals (CGT Eletrosul Article 264 Appraisal and, If Not Previously Approved, Eletrobas Article 264 Appraisal)	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposed mergers of subsidiaries, which o in June 2022; * The rationale of simplifyin of ordinary shares issued as a result of th alleviating concerns regarding excessive o	constitute a corporate reo ng the corporate structure e transactions represents	rganization following the con of the company is reasonab approximately 0.3 percent o	npany's privatization carried ole; and * The maximum nun	out nber			
15	Approve Merger of CGT Eletrosul Shares	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposed mergers of subsidiaries, which o in June 2022; * The rationale of simplifyir	constitute a corporate reo	rganization following the con	npany's privatization carried	out			

in June 2022; * The rationale of simplifying the corporate structure of the company is reasonable; and * The maximum num of ordinary shares issued as a result of the transactions represents approximately 0.3 percent of Eletorbras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
16	Authorize Executives to Deliver the Shares Issued in the Company's Capital Increase Resulting from the Merger of CGT Eletrosul Shares to CGT Eletrosul Shareholders	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these it proposed mergers of subsidiaries, which cou in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the alleviating concerns regarding excessive dilu	nstitute a corporate reo the corporate structure transactions represents	rganization following the co e of the company is reasona approximately 0.3 percent	mpany's privatization carried ble; and * The maximum nur	out nber			
17	Approve Stock Merger Agreement between the Company and Its Subsidiary Furnas - Centrais Eletricas S.A. (Furnas)	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these it proposed mergers of subsidiaries, which con in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the alleviating concerns regarding excessive dilu	nstitute a corporate reo the corporate structure transactions represents	rganization following the co e of the company is reasona approximately 0.3 percent	mpany's privatization carried ble; and * The maximum nur	out nber			
18	Ratify Taticca Auditores Independentes S.S. as Independent Firm to Appraise Proposed Transaction (Furnas Appraisal and, If Not Previously Approved, Eletrobas Appraisal)	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these it proposed mergers of subsidiaries, which con in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the alleviating concerns regarding excessive dilu	nstitute a corporate reo the corporate structure transactions represents	rganization following the co e of the company is reasona approximately 0.3 percent	mpany's privatization carried ble; and * The maximum nur	out nber			
19	Approve Independent Firm's Appraisals (Furnas Appraisal and, If Not Previously Approved, Eletrobas Appraisal)	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these items is warranted because: * Eletrobras has provided detailed information of the proposed mergers of subsidiaries, which constitute a corporate reorganization following the company's privatization carried out in June 2022; * The rationale of simplifying the corporate structure of the company is reasonable; and * The maximum number of ordinary shares issued as a result of the transactions represents approximately 0.3 percent of Eletorbras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.							
20	Ratify Ernst & Young Assessoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction (Furnas Article 264 Appraisal and, If Not Previously Approved, Eletrobas Article 264 Appraisal)	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these it proposed mergers of subsidiaries, which con in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the alleviating concerns regarding excessive dilu	nstitute a corporate reo the corporate structure transactions represents	rganization following the co e of the company is reasona approximately 0.3 percent	mpany's privatization carried ble; and * The maximum nur	out nber			
21	Approve Independent Firm's Appraisals (Furnas Article 264 Appraisal and, If Not Previously Approved, Eletrobas Article 264 Appraisal)	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these it proposed mergers of subsidiaries, which con in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the alleviating concerns regarding excessive dilu	nstitute a corporate reo the corporate structure transactions represents	rganization following the co e of the company is reasona approximately 0.3 percent	mpany's privatization carried ble; and * The maximum nur	out nber			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
22	Approve Merger of Furnas Shares	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these is proposed mergers of subsidiaries, which co in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the alleviating concerns regarding excessive dil	nstitute a corporate re the corporate structu transactions represen	eorganization following the co ire of the company is reason its approximately 0.3 percent	ompany's privatization carried c able; and * The maximum num	out		
23	Authorize Executives to Deliver the Shares Issued in the Company's Capital Increase Resulting from the Merger of Furnas Shares to Furnas Shareholders	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these in proposed mergers of subsidiaries, which co in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the alleviating concerns regarding excessive dil	nstitute a corporate re the corporate structu transactions represen	eorganization following the co ire of the company is reason its approximately 0.3 percent	ompany's privatization carried c able; and * The maximum num	out		
24	Approve Stock Merger Agreement between the Company and Its Subsidiary Centrais Eletricas do Norte do Brasil S.A. (Eletronorte)	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted because: * Eletrobras has provided detailed information of the proposed mergers of subsidiaries, which constitute a corporate reorganization following the company's privatization carried out in June 2022; * The rationale of simplifying the corporate structure of the company is reasonable; and * The maximum number of ordinary shares issued as a result of the transactions represents approximately 0.3 percent of Eletorbras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.						
25	Ratify Taticca Auditores Independentes S.S. as Independent Firm to Appraise Proposed Transaction (Eletronorte Appraisal and, If Not Previously Approved, Eletrobas Appraisal)	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted because: * Eletrobras has provided detailed information of the proposed mergers of subsidiaries, which constitute a corporate reorganization following the company's privatization carried out in June 2022; * The rationale of simplifying the corporate structure of the company is reasonable; and * The maximum number of ordinary shares issued as a result of the transactions represents approximately 0.3 percent of Eletorbras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.						
26	Approve Independent Firm's Appraisals (Eletronorte Appraisal and, If Not Previously Approved, Eletrobas Appraisal)	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these in proposed mergers of subsidiaries, which co in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the alleviating concerns regarding excessive dil	nstitute a corporate re the corporate structu transactions represen	eorganization following the co ire of the company is reason its approximately 0.3 percent	ompany's privatization carried o able; and * The maximum num	out		
27	Ratify Ernst & Young Assessoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction (Eletronorte Article 264 Appraisal and, If Not Previously Approved, Eletrobas Article 264 Appraisal)	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these in proposed mergers of subsidiaries, which co		,				

proposed mergers of subsidiaries, which constitute a corporate reorganization following the company's privatization carried out in June 2022; * The rationale of simplifying the corporate structure of the company is reasonable; and * The maximum number of ordinary shares issued as a result of the transactions represents approximately 0.3 percent of Eletorbras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
28	Approve Independent Firm's Appraisals (Eletronorte Article 264 Appraisal and, If Not Previously Approved, Eletrobas Article 264 Appraisal)	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite proposed mergers of subsidiaries, which con in June 2022; * The rationale of simplifying of ordinary shares issued as a result of the t alleviating concerns regarding excessive dilu	stitute a corporate re the corporate structu ransactions represen	eorganization following the col ire of the company is reasonal ts approximately 0.3 percent c	mpany's privatization carried ble; and * The maximum num	out nber
29	Approve Merger of Eletronorte Shares	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite proposed mergers of subsidiaries, which con in June 2022; * The rationale of simplifying of of ordinary shares issued as a result of the to alleviating concerns regarding excessive dilu	stitute a corporate re the corporate structu ransactions represen	eorganization following the col ire of the company is reasonal ts approximately 0.3 percent c	mpany's privatization carried ble; and * The maximum num	out nber
30	Authorize Executives to Deliver the Shares Issued in the Company's Capital Increase Resulting from the Merger of Eletronorte Shares to Eletronorte Shareholders	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite proposed mergers of subsidiaries, which con in June 2022; * The rationale of simplifying of of ordinary shares issued as a result of the to alleviating concerns regarding excessive dilu	stitute a corporate re the corporate structu ransactions represen	eorganization following the col ire of the company is reasonal ts approximately 0.3 percent c	mpany's privatization carried ble; and * The maximum num	out nber

Suzhou Maxwell Technologies Co., Ltd.

Meeting Date: 01/05/2023	Country: China	Ticker: 300751
Record Date: 12/29/2022	Meeting Type: Special	
Primary Security ID: Y831GX101		

					Shares Voted: 18,200	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Use of Partial Idle Own Funds for Cash Management	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST is u unnecessary risks.	warranted because the	proposed investment coul	d expose the company to		
2	Approve Provision of Guarantees to Subsidiaries	Mgmt	For	For	For	
3	Approve Daily Related-Party Transactions	Mgmt	For	For	For	
4	Approve Change in Registered Capital and Amendment of Articles of Association	Mgmt	For	For	For	

Lindsay Corporation

Meeting Date: 01/10/2023 Record Date: 11/14/2022 Primary Security ID: 535555106 Country: USA Meeting Type: Annual Ticker: LNN

					Shares Voted: 9,234		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director Michael N. Christodolou	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1.2	Elect Director Ibrahim Gokcen	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warra	nted.				
1.3	Elect Director David B. Rayburn	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warra	nted.				
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		

Ming Yang Smart Energy Group Co., Ltd.

Meeting Date: 01/11/2023	Country: China	Ticker: 601615
Record Date: 01/03/2023	Meeting Type: Special	
Primary Security ID: Y60373100		

					Shares Voted: 9,849,820
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Appointment of Auditor	Mgmt	For	For	For

Tongling Jingda Special Magnet Wire Co., Ltd.

Meeting Date: 01/12/2023	Country: China	Ticker: 600577	
Record Date: 01/05/2023	Meeting Type: Special		
Primary Security ID: Y8883D109			

					Shares Voted: 4,064,681
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Provision of Guarantee	Mgmt	For	For	For

Axis Bank Limited

Meeting Date: 01/16/2023 Record Date: 12/09/2022 Primary Security ID: Y0487S137 Country: India Meeting Type: Special Ticker: 532215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Revision in the Remuneration Payable to Amitabh Chaudhry as Managing Director & CEO	Mgmt	For	For	For
2	Elect Parameswaranpillai Naga Prasad as Director	Mgmt	For	For	For
3	Approve Increase in Number of Directors to a Maximum of 18 Directors	Mgmt	For	For	For
4	Approve Axis Bank Employees Stock Unit Scheme, 2022	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST the issued with an exercise price at a discount t vesting have not been disclosed. * The prop compelling rationale.	o the current market pr	ice. * The exact performance	e conditions and targets for	
5	Approve Grant of Units to the Employees of the Subsidiary and Associate Companies of the Bank Under Axis Bank Employees Stock Unit Scheme, 2022	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST the issued with an exercise price at a discount t vesting have not been disclosed. * The prop compelling rationale.	o the current market pr	ice. * The exact performance	e conditions and targets for	
6	Approve Modification to the Existing Axis Bank Employees Stock Option Scheme, 2000-01	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST the of units to employees of associate companie			ed amendment facilitates gra	nt
7	Approve Grant of Options to the Employees of the Associate Companies of the Bank Under Axis Bank Employees Stock Option Scheme, 2000-01	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST the of units to employees of associate companie			ed amendment facilitates gra	nt

Primary Security ID: G5494J103

Record Date: 01/16/2023

Meeting Type: Extraordinary Shareholders

Linde Plc

					Shares Voted: 1,262
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	For	For
	Voting Policy Rationale: The board has pr Linde's inclusion in the DAX index, along valuation over the last two years. Accordi implementation of the reorganization to a	with other European mark ngly, a vote FOR these pr	et dynamics, has continued oposals is warranted, as it w	to adversely impact its stock	
2	Amend Articles of Association	Mgmt	For	For	For
	Voting Policy Rationale: The board has pr Linde's inclusion in the DAX index, along valuation over the last two years. Accordi implementation of the reorganization to a	with other European mark ngly, a vote FOR these pr	et dynamics, has continued oposals is warranted, as it w	to adversely impact its stock	
3	Approve Common Draft Terms of Merger	Mgmt	For	For	For
	Voting Policy Rationale: The board has pr Linde's inclusion in the DAX index, along valuation over the last two years. Accordi implementation of the reorganization to a	with other European mark ngly, a vote FOR these pr	et dynamics, has continued oposals is warranted, as it w	to adversely impact its stock	

Linde Plc

Meeting Date: 01/18/2023	Country: Ireland	Ticker: LIN
Record Date: 01/16/2023	Meeting Type: Court	
Primary Security ID: G5494J103		

					Shares Voted: 1,262
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

NARI Technology Co., Ltd.

Meeting Date: 01/19/2023	Country: China	Ticker: 600406
Record Date: 01/12/2023	Meeting Type: Special	
Primary Security ID: Y6S99Q112		

					Shares Voted: 678,216
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING	Mgmt			
1.1	Elect Hu Minqiang as Director	Mgmt	For	For	For
	ELECT SUPERVISOR VIA CUMULATIVE VOTING	Mgmt			
2.1	Elect Wei Rong as Supervisor	Mgmt	For	For	For

Koninklijke DSM NV

Meeting Date: 01/23/2023

Record Date: 12/26/2022

Primary Security ID: N5017D122

Country: Netherlands Meeting Type: Extraordinary Shareholders Ticker: DSM

					Shares Voted: 46,898
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
	Voting Policy Rationale: A vote FOR is warr controversies that the management board a		,		g
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warr controversies that the management board a		,		g
6	Close Meeting	Mgmt			

Pepco Group BV

Meeting Date: 02/02/2023	Country: Netherlands	Ticker: PCO
Record Date: 01/05/2023	Meeting Type: Annual	
Primary Security ID: G6999C106		

					Shares Voted: 2,155,035
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	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	Agains	t Against
	Voting Policy Rationale: A vote AGAINST actual content and disclosure. Concerns o disclosed and the company applied discru Furthermore, the former CEO and CFO re remuneration.	are raised as STI non-fina etion for a maximum awa	ancial performance metrics and payout to the new CEO	' achievement levels are not without providing further rat	-
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For

Pepco Group BV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.d	Receive Explanation on Company's Dividend Policy	Mgmt			
3.a	Approve Discharge of Executive Members of the Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra controversies that the management board a				9
3.b	Approve Discharge of Non-Executive Members of the Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra controversies that the management board a		,		9
4.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra volume, pricing, and duration.	anted because these pro	posals are in line with comn	nonly used safeguards regard	ling
4.b	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra volume, pricing, and duration.	anted because these pro	posals are in line with comn	nonly used safeguards regard	ling
5.a	Elect Trevor Masters as Executive Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elect because: * The nominees are elected for a qualifications for board membership; and * some concern to the election of CFO Neil G in nil options, whereas the company did no Bond is warranted because the board comp Dutch companies. In addition, the election directors in the Netherlands does not warra and the non-executive director will participa	period not exceeding for There is no known cont alloway, as his proposed t provide any further rat osition does not comply or reelection of a former nt support. Finally, the p	ur years; * The candidates a roversy concerning the cand l remuneration package inclu ionale for the award. A vote with the required one-third of CEO as chairman to the sup proposed chair fee of GBP 40	appear to possess the necess lidates. However, we do raise udes an award of GBP 900,00 AGAINST the election of Anc gender diversity threshold fo pervisory board or board of 00,000 is considered excessiv	a h0 hy r
5.b	Elect Neil Galloway as Executive Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elec- because: * The nominees are elected for a qualifications for board membership; and * some concern to the election of CFO Neil G in nil options, whereas the company did no Bond is warranted because the board comp Dutch companies. In addition, the election directors in the Netherlands does not warra and the non-executive director will participa	period not exceeding for There is no known cont alloway, as his proposed t provide any further rat osition does not comply or reelection of a former nt support. Finally, the p	ur years; * The candidates a roversy concerning the cana l remuneration package inclu ionale for the award. A vote with the required one-third of CEO as chairman to the sup proposed chair fee of GBP 40	appear to possess the necess lidates. However, we do raise ides an award of GBP 900,00 AGAINST the election of Anc gender diversity threshold fo pervisory board or board of 00,000 is considered excessiv	9 10 14 17
5.c	Elect Andy Bond as Non-Executive Director	Mgmt	For	Against	Abstain
	Voting Policy Rationale: A vote FOR the ele- because: * The nominees are elected for a qualifications for board membership; and *	period not exceeding fou There is no known cont	ur years; * The candidates a roversy concerning the cand	appear to possess the necess lidates. However, we do raise	2

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. However, we do raise some concern to the election of CFO Neil Galloway, as his proposed remuneration package includes an award of GBP 900,000 in nil options, whereas the company did not provide any further rationale for the award. A vote AGAINST the election of Andy Bond is warranted because the board composition does not comply with the required one-third gender diversity threshold for Dutch companies. In addition, the election or reelection of a former CEO as chairman to the supervisory board or board of directors in the Netherlands does not warrant support. Finally, the proposed chair fee of GBP 400,000 is considered excessive, and the non-executive director will participate in the long term incentive plan (stock options based).

Pepco Group BV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Remuneration Policy	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is wa targets (20% weight) is unclear. * Significant without providing a compelling rationale. * LT. the LTI plan. * Chair board fee is considered e	increase in the maximum S I maximum award is uncap	TI award (from 100% to 150% of base ped, and non-executive directors may p	salary)	,
7	Amend Value Creation Plan	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this r Performance conditions are not applicable. * N		,	5 percent. *	¢
8	Reappoint Mazars Accountants N.V. as Auditors	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			
10	Close Meeting	Mgmt			

Diagnosticos da America SA

Meeting Date: 02/03/2023	Country: Brazil	Ticker: DASA3
Record Date:	Meeting Type: Extraordinary	
	Shareholders	
Primary Security ID: P3589C109		

					Shares Voted: 5,421,500		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Share Matching Plan	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST this request is warranted because the proposed plan does not appear to adequately align the interests of its beneficiaries and those of the shareholders.						
2	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain		

BellRing Brands, Inc.

Meeting Date: 02/06/2023	Country: USA	Ticker: BRBR
Record Date: 12/13/2022	Meeting Type: Annual	
Primary Security ID: 07831C103		

					Shares Voted: 15,311
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Darcy H. Davenport	Mgmt	For	For	For

Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Elliot Stein Jr. given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, which adversely impacts shareholder rights. A vote FOR Darcy Davenport is warranted.

BellRing Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Elliot H. Stein, Jr.	Mgmt	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are failure to remove, or subject to a reasonable su shareholder rights. A vote FOR Darcy Davenpo	unset requirement, the clas	-		
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Evoqua Water Technologies Corp.

Meeting Date: 02/07/2023	Country: USA	Ticker: AQUA
Record Date: 12/12/2022	Meeting Type: Annual	
Primary Security ID: 30057T105		

					Shares Voted: 41,987
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ron C. Keating	Mgmt	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes a and Peter Wilver given the board's failure to supermajority vote requirement to enact ce shareholder rights.	o remove, or subject to	a sunset requirement, the cla	ssified board and the	nb,
	-			Withhold	Withhold
1.2	Elect Director Martin J. Lamb	Mgmt	For	Withinoid	
1.2	Elect Director Martin J. Lamb Voting Policy Rationale: WITHHOLD votes a and Peter Wilver given the board's failure to supermajority vote requirement to enact ce shareholder rights.	are warranted for incur o remove, or subject to	nbent director nominees Ronal a sunset requirement, the cla	d (Ron) Keating, Martin Lan ssified board and the	
1.2	Voting Policy Rationale: WITHHOLD votes a and Peter Wilver given the board's failure to supermajority vote requirement to enact ce	are warranted for incur o remove, or subject to	nbent director nominees Ronal a sunset requirement, the cla	d (Ron) Keating, Martin Lan ssified board and the	
	Voting Policy Rationale: WITHHOLD votes a and Peter Wilver given the board's failure to supermajority vote requirement to enact ce shareholder rights.	re warranted for incur o remove, or subject to rtain changes to the go Mgmt ore warranted for incur o remove, or subject to	nbent director nominees Rona o a sunset requirement, the cla overning documents, each of v For nbent director nominees Rona o a sunset requirement, the cla	d (Ron) Keating, Martin Lan ssified board and the which adversely impacts Withhold d (Ron) Keating, Martin Lan ssified board and the	nb, Withhold
	Voting Policy Rationale: WITHHOLD votes a and Peter Wilver given the board's failure to supermajority vote requirement to enact ce shareholder rights. Elect Director Peter M. Wilver Voting Policy Rationale: WITHHOLD votes a and Peter Wilver given the board's failure to supermajority vote requirement to enact ce	re warranted for incur o remove, or subject to rtain changes to the go Mgmt ore warranted for incur o remove, or subject to	nbent director nominees Rona o a sunset requirement, the cla overning documents, each of v For nbent director nominees Rona o a sunset requirement, the cla	d (Ron) Keating, Martin Lan ssified board and the which adversely impacts Withhold d (Ron) Keating, Martin Lan ssified board and the	nb, Withhold

Pinduoduo Inc.

Meeting Date: 02/08/2023	Country: Cayman Islands	Ticker: PDD
Record Date: 01/13/2023	Meeting Type: Annual	
Primary Security ID: 722304102		

Pinduoduo Inc.

					Shares Voted: 51,464	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Meeting for ADR Holders	Mgmt				
1	Elect Director Lei Chen	Mgmt	For	For	For	
	Voting Policy Rationale: A vote AGAINST r establish gender diversity on the board. A	-		-		-
2	Elect Director Anthony Kam Ping Leung	Mgmt	For	For	For	
	Voting Policy Rationale: A vote AGAINST r establish gender diversity on the board. A	-	• • • • •	-		-
3	Elect Director Haifeng Lin	Mgmt	For	For	For	
	Voting Policy Rationale: A vote AGAINST r establish gender diversity on the board. A	-		-		-
4	Elect Director Qi Lu	Mgmt	For	For	For	
	Voting Policy Rationale: A vote AGAINST r establish gender diversity on the board. A	5	5 (5)	5		-
5	Elect Director George Yong-Boon Yeo	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST r establish gender diversity on the board. A	-	• • • • •	-		-
6	Change Company Name to PDD Holdings Inc.	Mgmt	For	For	For	
7	Amend Memorandum and Articles of Association	Mgmt	For	For	For	

Compass Group Plc

Meeting Date: 02/09/2023	Country: United Kingdom	Ticker: CPG
Record Date: 02/07/2023	Meeting Type: Annual	
Primary Security ID: G23296208		

					Shares Voted: 163,365	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	
2	Approve Remuneration Report	Mgmt	For	Against	Abstain	
	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					

increases made to LTIP award levels. Despite the level of dissent recorded, no material actions have been taken to address underlying concerns raised.

3 Approve Final Dividend Mgmt For For For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Ian Meakins as Director	Mgmt	For	For	For

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.

Re-elect Dominic Blakemore as	Mgmt	For	For	For
Director				

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.

Re-elect Palmer Brown as Director	Mgmt	For	For	For	
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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.

Re-elect Gary Green as Director	Mgmt	For	For For
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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.

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

Re-elect Stefan Bomhard as Director Mgmt For For For

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; and * There are no other concerns identified in relation to her re-election.

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Re-elect John Bryant as Director

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.

For

For

For

Re-elect Arlene Isaacs-Lowe as	Mgmt	For	For	For
Director				

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.

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Re-elect Sundar Raman as Director

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For

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For

For

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.

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"

For

Mgmt

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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. Re-elect Nelson Silva as Director Mgmt For For For 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.

Re-elect Ireena Vittal as Director	Mgmt	For	For	For	
Katian Daling Batianalas Itama 4 7 and 0					

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.

Reappoint KPMG LLP as Auditors	Mgmt	For	For For
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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	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	
19	Authorise Issue of Equity	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these reson recommended limits.	lutions is warranted becaus	se the proposed amounts and durations	are within		
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these reson recommended limits.	lutions is warranted becaus	se the proposed amounts and durations	are within		
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
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	

Bank of Ningbo Co., Ltd.

Meeting Date: 02/10/2023	Country: China	Ticker: 002142
Record Date: 02/07/2023	Meeting Type: Special	
Primary Security ID: Y0698G104		

					Shares Voted: 4,315,915
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve General Election of the Board of Directors	Mgmt	For	For	For
2	Approve General Election of the Board of Supervisors	Mgmt	For	For	For
3	Elect Zhou Shijie as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nom nominees.	inees is warranted give	n the absence of any known	issues concerning the	
4	Approve Daily Related Party Transactions	Mgmt	For	For	For
5	Approve Financial Bonds Issuance	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
6.1	Elect Zhou Jianhua as Director	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.

Bank of Ningbo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Elect Wei Xuemei as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted given the	e absence of any known issues conc	erning the	
6.3	Elect Chen Delong as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted given the	e absence of any known issues conc	erning the	
6.4	Elect Qiu Qinghe as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted given the	e absence of any known issues conc	erning the	
6.5	Elect Liu Xinyu as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted given the	e absence of any known issues conc	erning the	
6.6	Elect Lu Huayu as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted given the	e absence of any known issues conc	erning the	
6.7	Elect Zhuang Lingjun as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted given the	e absence of any known issues conc	erning the	
6.8	Elect Luo Weikai as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted given the	e absence of any known issues conc	erning the	
6.9	Elect Feng Peijiong as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted given the	e absence of any known issues conc	erning the	
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
7.1	Elect Bei Duoguang as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted given the	e absence of any known issues conc	erning the	
7.2	Elect Li Hao as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted given the	e absence of any known issues conc	erning the	
7.3	Elect Hong Peili as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted given the	e absence of any known issues conc	erning the	
7.4	Elect Wang Wei'an as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted given the	e absence of any known issues conc	erning the	
7.5	Elect Li Renjie as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted given the	e absence of any known issues conc	erning the	
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			

Bank of Ningbo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
8.1	Elect Ding Yuanyao as Supervisor	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all n nominees.	ominees is warranted give	en the absence of any know	n issues concerning the		
8.2	Elect Yu Dechang as Supervisor	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all no nominees.	ominees is warranted give	en the absence of any know	n issues concerning the		
8.3	Elect Bao Mingwei as Supervisor	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all n	ominees is warranted give	en the absence of any know	vn issues concerning the		

Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.

360 One Wam Ltd.

Meeting Date: 02/15/2023	Country: India	Ticker: 542772
Record Date: 01/13/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y8R01R106		

Shares Voted: 145,620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Sub-Division of Equity Shares and Amend Memorandum and Articles of Association	Mgmt	For	For	For	
2	Increase Authorized Share Capital and Amend Memorandum of Association	Mgmt	For	For	For	
3	Approve Issuance of Bonus Shares	Mgmt	For	For	For	

NHPC Limited

Meeting Date: 02/18/2023	Country: India	Ticker: 533098
Record Date: 01/13/2023	Meeting Type: Special	
Primary Security ID: Y6268G101		

					Shares Voted: 2,920,232
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Mohammad Afzal as Government Nominee Director	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the fo not met, and Mohammad Afzal is a non-indepe	-	nted because: * The board independen	ce norms are	e
2	Approve Appointment of Rajeev Kumar Vishnoi as Chairman and Managing Director	Mgmt	For	For	For

Suzhou Maxwell Technologies Co., Ltd.

Meeting Date: 02/20/2023
Record Date: 02/13/2023
Primary Security ID: Y831GX101

Country: China Meeting Type: Special Ticker: 300751

				Voting	Shares Voted: 16,900
roposal umber	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
1.1	Elect Zhou Jian as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomi nominees.	nees is warranted give	n the absence of any knov	vn issues concerning the	
1.2	Elect Wang Zhenggen as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomi nominees.	nees is warranted give	n the absence of any knov	vn issues concerning the	
1.3	Elect Liu Qiong as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	nees is warranted give	n the absence of any knov	vn issues concerning the	
1.4	Elect Li Qiang as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	nees is warranted given	n the absence of any knov	vn issues concerning the	
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
.1	Elect Liu Yuehua as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	nees is warranted give	n the absence of any knov	vn issues concerning the	
2	Elect Zhao Xu as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	nees is warranted give	n the absence of any knov	vn issues concerning the	
.3	Elect Yuan Ningyi as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominominees.	nees is warranted give	n the absence of any knov	vn issues concerning the	
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
3.1	Elect Xia Zhifeng as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both no. nominees.	minees is warranted gi	ven the absence of any kn	own issues concerning the	
3.2	Elect Ma Qihui as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both no. nominees.	-			

Hainan Meilan International Airport Company Limited

Meeting Date: 02/21/2023	Country: China	Ticker: 357
Record Date: 02/01/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y3245V103		

Hainan Meilan International Airport Company Limited

					Shares Voted: 2,496,300
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Amendments to Business Scope and Amendments to Articles of Association	Mgmt	For	For	For
2	Approve Proposals Put Forward by Any Shareholder(s) Holding Three Percent or More of the Shares Entitled to Vote	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information.

Bank of Ningbo Co., Ltd.

Meeting Date: 02/27/2023	Country: China	Ticker: 002142
Record Date: 02/22/2023	Meeting Type: Special	
Primary Security ID: Y0698G104		

					Shares Voted: 8,410,608	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Adjustment of Capital Increase Plan	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST fairness of terms.	r is warranted because the	re is insufficient information i	for shareholder to decide on	the	

IndusInd Bank Limited

Meeting Date: 02/27/2023	Country: India	Ticker: 532187
Record Date: 01/20/2023	Meeting Type: Special	
Primary Security ID: Y3990M134		

					Shares Voted: 2,898,382
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Reelect Rajiv Agarwal as Director	Mgmt	For	For	For

Guangdong Jia Yuan Technology Shares Co., Ltd.

Meeting Date: 03/01/2023	Country: China	Ticker: 688388
Record Date: 02/23/2023	Meeting Type: Special	
Primary Security ID: Y292AA102		

Guangdong Jia Yuan Technology Shares Co., Ltd.

				Shares Voted: 3,177,557
Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
Amend Articles of Association	Mgmt	For	For	For
Approve Application for Syndicated Loans and Provision of Guarantee	Mgmt	For	For	For
Approve Application for Annual Comprehensive Credit Lines and Provision of Guarantees	Mgmt	For	For	For
ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
Elect Liao Pingyuan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nomin nominees.	inees is warranted giver	n the absence of any know	wn issues concerning the	
Elect Lai Shichang as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nomin nominees.	nees is warranted giver	n the absence of any know	wn issues concerning the	
Elect Liu Shaohua as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nomin nominees.	nees is warranted giver	n the absence of any know	wn issues concerning the	
Elect Yang Fengyuan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nomin nominees.	nees is warranted giver	n the absence of any know	wn issues concerning the	
Elect Yang Jianwen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nomin nominees.	inees is warranted giver	n the absence of any know	wn issues concerning the	
Elect Li Jianguo as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nomin nominees.	inees is warranted giver	n the absence of any know	wn issues concerning the	
ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
Elect Liao Chaoli as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nomin nominees.	inees is warranted giver	n the absence of any know	wn issues concerning the	
Elect Zhang Zhanyuan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nomin nominees.	inees is warranted giver	n the absence of any know	wn issues concerning the	
Elect Shi Zhicong as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nomin nominees.	nees is warranted giver	n the absence of any know	wn issues concerning the	
ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
	Amend Articles of Association Approve Application for Syndicated Loans and Provision of Guarantee Approve Application for Annual Comprehensive Credit Lines and Provision of Guarantees ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING Elect Liao Pingyuan as Director Voting Policy Rationale: A vote FOR all nominominees. Elect Lai Shichang as Director Voting Policy Rationale: A vote FOR all nominominees. Elect Liu Shaohua as Director Voting Policy Rationale: A vote FOR all nominominees. Elect Yang Fengyuan as Director Voting Policy Rationale: A vote FOR all nominominees. Elect Yang Fengyuan as Director Voting Policy Rationale: A vote FOR all nominominees. Elect Yang Fengyuan as Director Voting Policy Rationale: A vote FOR all nominominees. Elect Li Jianguo as Director Voting Policy Rationale: A vote FOR all nominominees. Elect I DiepenDent DIRECTORS VIA CUMULATIVE VOTING Elect Liao Chaoli as Director Voting Policy Rationale: A vote FOR all nominominees. Elect Zhang Zhanyuan as Director Voting Policy Rationale: A vote FOR all nominominees. Elect Shi Zhicong as Director Voting Policy Rationale: A vote FOR all nominominees.	Amend Articles of Association Mgmt Approve Application for Syndicated Mgmt Loans and Provision of Guarantee Mgmt Approve Application for Annual Mgmt Comprehensive Credit Lines and Provision of Guarantees Mgmt ELECT NON-INDEPENDENT Mgmt DIRECTORS VIA CUMULATIVE VOTING Elect Liao Pingyuan as Director Mgmt Voting Policy Rationale: A vote FOR all nominees is warranted given nominees. Elect Lia Shichang as Director Elect Lia Shichang as Director Mgmt Voting Policy Rationale: A vote FOR all nominees is warranted given nominees. Elect Liu Shaohua as Director Mgmt Voting Policy Rationale: A vote FOR all nominees is warranted given nominees. Elect Yang Fengyuan as Director Mgmt Voting Policy Rationale: A vote FOR all nominees is warranted given nominees. Elect Yang Jianwen as Director Mgmt Voting Policy Rationale: A vote FOR all nominees is warranted given nominees. Elect Li Jianguo as Director Mgmt Voting Policy Rationale: A vote FOR all nominees is warranted given nominees. Elect Liao Chaoli as Director Mgmt Voting Policy Rationale: A vote FOR all nominees is warranted given nominees.	Proposal Text Proponent Rec Amend Articles of Association Mgmt For Approve Application for Syndicated Loans and Provision of Guarantee Mgmt For Approve Application for Annual Comprehensive Credit Lines and Provision of Guarantees Mgmt For ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING Mgmt For Elect Liao Pingyuan as Director Mgmt For Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any knon- nominees. For Elect Liao Ninoper Rationale: A vote FOR all nominees is warranted given the absence of any knon- nominees. For Elect Liu Shaohua as Director Mgmt For Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any knon- nominees. For Elect Yang Fengyuan as Director Mgmt For Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any knon- nominees. For Elect Yang Fengyuan as Director Mgmt For Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any knon- nominees. For Elect Yang Jianwen as Director Mgmt For Voting Policy	Proposal TextProgonentMgmtRecPolicyAmend Articles of AssociationMgmtForForApprove Application for SyndicatedMgmtForForApprove Application for SyndicatedMgmtForForComprehensive Credit Lines and Provision of GuaranteeMgmtForForDIRECTORS VIA CUMULATIVE VOTINGMgmtForForElect Liao Pingyuan as DirectorMgmtForForVoting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.ForForElect Lia Shichang as DirectorMgmtForForVoting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.ForForElect Lia Shichang as DirectorMgmtForForVoting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.ForForElect Lia Shichang as DirectorMgmtForForVoting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.ForElect Yang Fengyuan as DirectorMgmtForForVoting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.ForElect Yang Jianven as DirectorMgmtForForVoting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.Fo

nominees.

Guangdong Jia Yuan Technology Shares Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
6.2	Elect Li Zhanhua as Supervisor	Mgmt	For	For	For	_

Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.

360 One Wam Ltd.

Meeting Date: 03/02/2023	Country: India	Ticker: 542772
Record Date: 02/03/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y8R01R106		

					Shares Voted: 145,620
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Name of IIFL Asset Management Limited, IIFL Trustee Limited and IIFL Mutual Fund	Mgmt	For	For	For

Orsted A/S

Meeting Date: 03/07/2023	Country: Denmark	Ticker: ORSTED
Record Date: 02/28/2023	Meeting Type: Annual	
Primary Security ID: K7653Q105		

					Shares Voted: 37,947
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of DKK 13.5 Per Share	Mgmt	For	For	For
6.1	Fix Number of Directors at Eight	Mgmt	For	For	For
6.2	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these board or its committees.	proposals is warranted a	lue to a lack of concern reg	garding the composition of the	
6.3	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	proposals is warranted of	lue to a lack of concern reg	garding the composition of the	

board or its committees.

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	For	
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranted	due to a lack of concern rega	arding the composition of the		
6.4b	Reelect Peter Korsholm as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranted	due to a lack of concern rega	arding the composition of the		
6.4c	Reelect Dieter Wimmer as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranted	due to a lack of concern rega	arding the composition of the		
6.4d	Reelect Julia King as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranted	due to a lack of concern rega	arding the composition of the		_
6.4e	Elect Annica Bresky as New Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranted	due to a lack of concern rega	arding the composition of the		
6.4f	Elect Andrew Brown as New Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranted	due to a lack of concern rega	arding the composition of the		
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	For	
8	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	
10	Other Business	Mgmt				

Jumbo SA

Meeting Date: 03/08/2023	Country: Greece	Ticker: BELA
Record Date: 03/02/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: X4114P111		

					Shares Voted: 43,776
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Approve Special Dividend	Mgmt	For	For	For
2	Receive Report of Independent Non-Executive Directors	Mgmt			

PT Arwana Citramulia Tbk

Meeting Date: 03/09/2023 Record Date: 02/14/2023 Primary Security ID: Y7116S131 Country: Indonesia Meeting Type: Annual Ticker: ARNA

				Voting	Shares Voted: 26,378,300
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction
1	Approve Annual Report	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re company's financial statements.	esolutions is warranted	given the absence of any l	known issues surrounding the	
2	Approve Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re company's financial statements.	esolutions is warranted	given the absence of any l	known issues surrounding the	
3	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Auditors	Mgmt	For	For	For
6	Reelect Directors and Commissioners	Mgmt	For	For	For
7	Amend Article 3 Paragraphs 1 and 2 of the Company's Articles of Association in Relation to the Purpose and Objectives as well as the Company's Business Activities	Mgmt	For	For	For

Wartsila Oyj Abp

Meeting Date: 03/09/2023	Country: Finland	Ticker: WRT1V
Record Date: 02/27/2023	Meeting Type: Annual	
Primary Security ID: X98155116		

					Shares Voted: 53,666
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
	Voting Policy Rationale: These are routine	meeting formalities.			
2	Call the Meeting to Order	Mgmt			
	Voting Policy Rationale: These are routine	meeting formalities.			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For
	Voting Policy Rationale: These are routine	meeting formalities.			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
	Voting Policy Pationale: These are routing	monting formalities			

Voting Policy Rationale: These are routine meeting formalities.

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
	Voting Policy Rationale: These are routine me	eting formalities.			
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 0.26 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 200,000 for Chairman, EUR 105,000 for Vice Chairman, and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Mgmt	For	Against	Abstain
	Voting Policy Rationale: A vote AGAINST this premuneration committee.	proposal is warranted due t	o an insufficient level of independence	of the	
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Ming Yang Smart Energy Group Co., Ltd.

Meeting Date: 03/10/2023	Country: China	Ticker: 601615
Record Date: 03/01/2023	Meeting Type: Special	
Primary Security ID: Y60373100		

					Shares Voted: 12,980,785	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Elect Zhang Chao as Non-independent Director	SH	For	For	For	

Carlsberg A/S

Meeting Date: 03/13/2023 Record Date: 03/06/2023 Primary Security ID: K36628137 Country: Denmark Meeting Type: Annual Ticker: CARL.B

					Shares Voted: 88,203			
roposal umber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1	Receive Report of Board	Mgmt						
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For			
3	Approve Allocation of Income and Dividends of DKK 27 Per Share	Mgmt	For	For	For			
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For			
5.A	Amend Remuneration Policy	Mgmt	For	For	For			
5.B	Approve Remuneration of Directors in the Amount of DKK 2.05 Million for Chairman, DKK 910,000 for Vice Chair and DKK 455,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For			
5.C	Approve DKK 90 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For			
	Shareholder Proposal Submitted by AkademikerPension and LD Fonde	Mgmt						
5.D	Report on Efforts and Risks Related to Human Rights	SH	Against	Against	Against			
	Management Proposals	Mgmt						
a	Reelect Henrik Poulsen as New Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.							
.b	Reelect Majken Schultz as New Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these public board or its committees.	roposals is warranted d	ue to a lack of concern rega	rding the composition of the				
i.c	Reelect Mikael Aro as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.							
6.d	Reelect Magdi Batato as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these pr board or its committees.	roposals is warranted d	ue to a lack of concern rega	rding the composition of the				
5.e	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these pr board or its committees.	roposals is warranted d	ue to a lack of concern rega	rding the composition of the				

Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
6.g	Reelect Punita Lal as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.						
6.h	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these pro board or its committees.	oposals is warranted due to	a lack of concern regarding the compo	sition of the			
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For		
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For		

PT Bank Mandiri (Persero) Tbk

Meeting Date: 03/14/2023	Country: Indonesia	Ticker: BMRI
Record Date: 02/17/2023	Meeting Type: Annual	
Primary Security ID: Y7123S108		

					Shares Voted: 53,716,500
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports, Report of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	Abstain
4	Appoint Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	Mgmt	For	For	For
5	Approve Resolution Plan	Mgmt	For	For	For
6	Approve Stock Split	Mgmt	For	For	For
7	Amend Articles of Association	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the voting decision.	is resolution is warrante	ed given the lack of further	information to make an inforr	ned
8	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against

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

PT Bank Negara Indonesia (Persero) Tbk

Meeting Date: 03/15/2023 Record Date: 02/20/2023 Primary Security ID: Y74568166 Country: Indonesia Meeting Type: Annual Ticker: BBNI

					Shares Voted: 10,557,600			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1	Approve Financial Statements, Statutory Reports, Annual Report, Report of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	Mgmt	For	For	For			
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For			
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	Abstain			
4	Approve Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	Mgmt	For	For	For			
5	Approve Share Repurchase Program and Transfer of Treasury Stock	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information on the proposed share repurchase program and employee share ownership program to assess the potential impact on shareholder value.							
6	Approve Resolution Plan and Recovery Plan of the Company	Mgmt	For	For	For			
7	Authorize Board of Commissioners to Approve the Written Statement in Relation to Amending the Company's Pension Fund Regulations based on the GMS Decision on Deed Number 42 of 1999	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST thi decision.	s resolution is warrante	ed given the lack of informat	ion to make an informed voti	ng			
8	Approve Report on the Use of Proceeds from the Public Offerings of the Green Bond I PT Bank Negara Indonesia (Persero) Tbk	Mgmt	For	For	For			

Samsung Electronics Co., Ltd.

 Meeting Date: 03/15/2023
 Country: South Korea

 Record Date: 12/31/2022
 Meeting Type: Annual

 Primary Security ID: Y74718100
 Vertical Security

Ticker: 005930

Samsung Electronics Co., Ltd.

					Shares Voted: 4,411,023
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Elect Han Jong-hui as Inside Director	Mgmt	For	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Samsung Electronics Co., Ltd.

Meeting Date: 03/15/2023	Country: South Korea	Ticker: 005930
Record Date: 12/30/2022	Meeting Type: Annual	
Primary Security ID: Y74718100		

					Shares Voted: 122	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Meeting for GDR Holders	Mgmt				
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	
2	Elect Han Jong-hui as Inside Director	Mgmt	For	For	For	
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	

Samsung SDI Co., Ltd.

Meeting Date: 03/15/2023	Country: South Korea	Ticker: 006400
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: Y74866107		

					Shares Voted: 56	,297
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec		
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	
2.1	Elect Jeon Young-hyeon as Inside Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.2	Elect Kwon Oh-gyeong as Outside Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these	resolutions is warranted	given the absence of any	/ known issues concerning th	е	

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

Samsung SDI Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
2.3	Elect Kim Deok-hyeon as Outside Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re nominees and the company's board dynamic		l given the absence of any kn	own issues concerning the		
2.4	Elect Lee Mi-gyeong as Outside Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re nominees and the company's board dynamic		l given the absence of any kn	own issues concerning the		
3.1	Elect Kwon Oh-gyeong as a Member of Audit Committee	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi and the company's audit committee.	nees is warranted give	en the absence of any known	issues concerning the nomine	ees	
3.2	Elect Lee Mi-gyeong as a Member of Audit Committee	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi and the company's audit committee.	nees is warranted give	en the absence of any known	issues concerning the nomine	ees	
4	Elect Choi Won-wook as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re nominees and the company's board dynamic		l given the absence of any kn	own issues concerning the		
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	

KEI Industries Limited

Meeting Date: 03/17/2023	Country: India	Ticker: 517569
Record Date: 02/10/2023	Meeting Type: Special	
Primary Security ID: Y4640F123		

					Shares Voted: 82,705
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Reelect Sadhu Ram Bansal as Director	Mgmt	For	For	For

SAMSUNG BIOLOGICS Co., Ltd.

Meeting Date: 03/17/2023	Country: South Korea	Ticker: 207940
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: Y7T7DY103		

					Shares Voted: 48,336
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For

SAMSUNG BIOLOGICS Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
2.1	Elect Rim John Chongbo as Inside Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote AGAINST Eunice Kyunghee Kim (Eunice Kyonghee Kim) (Item 2.3) is warranted, as her past inaction to remove indicted directors is indicative of a material failure of governance and oversight at the company. Despite concerns raised around director accountability, a vote FOR John Chongbo Rim (Item 2.1) is warranted at this time, as removing the company's CEO may be detrimental to the company's operation, as well as shareholder value. A vote FOR Gyun Noh (Item 2.2) is warranted although he is considered as a non-independent director under ISS classification, as there are no issues concerning the board's independence. A vote FOR independent director Doh-geol Ahn (Item 2.4) is warranted given the absence of any known issues concerning this nominee.							
2.2	Elect Noh Gyun as Inside Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote AGAINST Eunice Kyunghee Kim (Eunice Kyonghee Kim) (Item 2.3) is warranted, as her past inaction to remove indicted directors is indicative of a material failure of governance and oversight at the company. Despite concerns raised around director accountability, a vote FOR John Chongbo Rim (Item 2.1) is warranted at this time, as removing the company's CEO may be detrimental to the company's operation, as well as shareholder value. A vote FOR Gyun Noh (Item 2.2) is warranted although he is considered as a non-independent director under ISS classification, as there are no issues concerning the board's independence. A vote FOR independent director Doh-geol Ahn (Item 2.4) is warranted given the absence of any known issues concerning this nominee.							
2.3	Elect Kim Eunice Kyunghee as Outside Director	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST Eunice Kyunghee Kim (Eunice Kyonghee Kim) (Item 2.3) is warranted, as her past inaction to remove indicted directors is indicative of a material failure of governance and oversight at the company. Despite concerns raised around director accountability, a vote FOR John Chongbo Rim (Item 2.1) is warranted at this time, as removing the company's CEO may be detrimental to the company's operation, as well as shareholder value. A vote FOR Gyun Noh (Item 2.2) is warranted although he is considered as a non-independent director under ISS classification, as there are no issues concerning the board's independence. A vote FOR independent director Doh-geol Ahn (Item 2.4) is warranted given the absence of any known issues concerning this nominee.							
2.4	Elect Ahn Doh-geol as Outside Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote AGAINST Eur inaction to remove indicted directors is indica concerns raised around director accountabili the company's CEO may be detrimental to th 2.2) is warranted although he is considered concerning the board's independence. A vote absence of any known issues concerning this	ative of a material fai ty, a vote FOR John (ne company's operati as a non-independen e FOR independent di	lure of governance and overs Chongbo Rim (Item 2.1) is wa on, as well as shareholder va t director under ISS classifica	sight at the company. Despite arranted at this time, as remov lue. A vote FOR Gyun Noh (Ite tion, as there are no issues	-			
3	Elect Ahn Doh-geol as a Member of Audit Committee	Mgmt	For	For	For			
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For			

Meeting Date: 03/20/2023	Country: India	Ticker: 543635	
Record Date: 02/10/2023	Meeting Type: Special		
Primary Security ID: Y6985K104			

					Shares Voted: 4,344,265
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction

Postal Ballot

Mgmt

Piramal Pharma Ltd.

1

Open Meeting

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Piramal Pharma Limited - Employee Stock Option and Incentive Plan 2022	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST the options at an exercise price at a discount to vesting have not been disclosed. * The prop circular is unclear if these employees are con	the market price on gra osal includes grant of s	ant date. * The exact performant tock options to employees of gro	ce conditions and targets		
2	Approve Extension of the Benefits Under the Piramal Pharma Limited - Employee Stock Option and Incentive Plan 2022 to the Employees of Subsidiary Companies and Group Companies of the Company	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST the options at an exercise price at a discount to vesting have not been disclosed. * The prop circular is unclear if these employees are co	the market price on gra osal includes grant of s	ant date. * The exact performant tock options to employees of gro	ce conditions and targets		
3	Approve Implementation of the Piramal Pharma Limited - Employee Stock Option and Incentive Plan 2022 Through Trust Route	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST the options at an exercise price at a discount to vesting have not been disclosed. * The prop circular is unclear if these employees are con	the market price on gra osal includes grant of s	ant date. * The exact performant tock options to employees of gro	ce conditions and targets		
4	Approve Acquisition of Shares of the Company by the Trust for the Purpose of Piramal Pharma Limited - Employee Stock Option and Incentive Plan 2022	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST the options at an exercise price at a discount to vesting have not been disclosed. * The prop circular is unclear if these employees are con	the market price on gra osal includes grant of s	ant date. * The exact performant tock options to employees of gro	ce conditions and targets		
5	Approve Granting Loan and/or Providing Guarantee or Security for Purchase of the Shares by the Trust/Trustees Under the Piramal Pharma Limited - Employee Stock Option Incentive Plan 2022	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST the options at an exercise price at a discount to vesting have not been disclosed. * The prop circular is unclear if these employees are co	the market price on gra osal includes grant of s	ant date. * The exact performant tock options to employees of gro	ce conditions and targets		
Axfood Al	В					
Meeting Date: 03 Record Date: 03/ Primary Security	14/2023 Meeting Type: Annu	al	Ticker: AXFO			
					Shares Voted: 15,078	
Proposal			Mgmt	Voting Policy	Vote	

Mgmt

Axfood AB

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction				
	Voting Policy Rationale: These are routine	meeting formalities.							
2	Elect Chairman of Meeting	Mgmt	For	For	For				
	Voting Policy Rationale: These are routine	meeting formalities.							
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For				
	Voting Policy Rationale: These are routine	meeting formalities.							
4	Approve Agenda of Meeting	Mgmt	For	For	For				
	Voting Policy Rationale: These are routine meeting formalities.								
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For				
	Voting Policy Rationale: These are routine	meeting formalities.							
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For				
	Voting Policy Rationale: These are routine	meeting formalities.							
7	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: These are routine,	non-voting items.							
8	Receive President's Report	Mgmt							
	Voting Policy Rationale: These are routine,	non-voting items.							
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For				
10.1	Approve Discharge of Mia Brunell Livfors	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these p fulfilled their fiduciary duties.	proposals is warranted as	there is no evidence that	the board directors have not					
10.2	Approve Discharge of Fabian Bengtsson	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these fulfilled their fiduciary duties.	proposals is warranted as	there is no evidence that	the board directors have not					
10.3	Approve Discharge of Caroline Berg	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these p fulfilled their fiduciary duties.	proposals is warranted as	there is no evidence that	the board directors have not					
10.4	Approve Discharge of Christian Luiga	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these p fulfilled their fiduciary duties.	proposals is warranted as	there is no evidence that	the board directors have not					
10.5	Approve Discharge of Peter Ruzicka	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.								
10.6	Approve Discharge of Christer Aberg	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.								
10.7									

fulfilled their fiduciary duties.

Axfood AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
10.8	Approve Discharge of Stina Andersson	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.							
10.9	Approve Discharge of Anders Helsing	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.							
10.10	Approve Discharge of Michael Sjoren	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.							
10.11	Approve Discharge of Lars Ostberg	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.							
10.12	Approve Discharge of Klas Balkow	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these pr fulfilled their fiduciary duties.	roposals is warranted a	as there is no evidence that ti	he board directors have not				
11	Approve Allocation of Income and Dividends of SEK 8.15 Per Share	Mgmt	For	For	For			
12	Approve Remuneration Report	Mgmt	For	For	For			
13	Determine Number of Members (7) and Deputy Members (0)	Mgmt	For	For	For			
14.1	Approve Remuneration of Directors in the Amount of SEK 800,000 for Chairman and SEK 510,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For			
14.2	Approve Remuneration of Auditors	Mgmt	For	For	For			
15.1	Reelect Mia Brunell Livfors as Director	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote FOR candidates Fabian Bengtsson, Christian Luiga, and Peter Ruzicka (items 15.2, 15.4, and 15.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Mia Brunell Livfors, Caroline Berg, Thomas Ekman and Sara Ohrvall (items 15.1, 15.3, 15.6, and 15.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence.							
15.2	Reelect Fabian Bengtsson as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR candidates Fabian Bengtsson, Christian Luiga, and Peter Ruzicka (items 15.2, 15.4, and 15.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Mia Brunell Livfors, Caroline Berg, Thomas Ekman and Sara Ohrvall (items 15.1, 15.3, 15.6, and 15.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence.							
15.3	Reelect Caroline Berg as Director	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote FOR candidates Fabian Bengtsson, Christian Luiga, and Peter Ruzicka (items 15.2, 15.4, and 15.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Mia Brunell Livfors, Caroline Berg, Thomas Ekman and Sara Ohrvall (items 15.1, 15.3, 15.6, and 15.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence.							
15.4	Reelect Christian Luiga as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR candidates Fabian Bengtsson, Christian Luiga, and Peter Ruzicka (items 15.2, 15.4, and 15.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Mia Brunell Livfors, Caroline Berg, Thomas Ekman and Sara Ohrvall (items 15.1, 15.3, 15.6, and 15.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence.							

due to their non-independent status on a board with an insufficient level of overall independence.

Axfood AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
15.5	Reelect Peter Ruzicka as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR candida 15.5) is warranted due to a lack of concern candidates Mia Brunell Livfors, Caroline Ber due to their non-independent status on a b	regarding the suitabil g, Thomas Ekman and	ity of these individuals in partic d Sara Ohrvall (items 15.1, 15.3	ular. A vote AGAINST , 15.6, and 15.7) is warrante	ed		
15.6	Reelect Sara Ohrvall as Director	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote FOR candida 15.5) is warranted due to a lack of concern candidates Mia Brunell Livfors, Caroline Ber due to their non-independent status on a b	regarding the suitabil g, Thomas Ekman and	ity of these individuals in partic d Sara Ohrvall (items 15.1, 15.3	ular. A vote AGAINST , 15.6, and 15.7) is warrante	ed		
15.7	Elect Thomas Ekman as New Director	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote FOR candidates Fabian Bengtsson, Christian Luiga, and Peter Ruzicka (items 15.2, 15.4, and 15.5) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Mia Brunell Livfors, Caroline Berg, Thomas Ekman and Sara Ohrvall (items 15.1, 15.3, 15.6, and 15.7) is warranted due to their non-independent status on a board with an insufficient level of overall independence.						
	15.5) is warranted due to a lack of concern candidates Mia Brunell Livfors, Caroline Ber	regarding the suitabil g, Thomas Ekman and	ity of these individuals in partic d Sara Ohrvall (items 15.1, 15.3)	ular. A vote AGAINST , 15.6, and 15.7) is warrante	ed		
15.8	15.5) is warranted due to a lack of concern candidates Mia Brunell Livfors, Caroline Ber	regarding the suitabil g, Thomas Ekman and	ity of these individuals in partic d Sara Ohrvall (items 15.1, 15.3)	ular. A vote AGAINST , 15.6, and 15.7) is warrante	ed Against		
15.8	15.5) is warranted due to a lack of concern candidates Mia Brunell Livfors, Caroline Ber due to their non-independent status on a bu Reelect Mia Brunell Livfors as Board	<i>regarding the suitabi</i> g, Thomas Ekman and oard with an insufficie Mgmt	ity of these individuals in partic d Sara Ohrvall (items 15.1, 15.3 ent level of overall independence For	ular. A vote AGAINST , 15.6, and 15.7) is warrante e. Against			
15.8	15.5) is warranted due to a lack of concern candidates Mia Brunell Livfors, Caroline Ben due to their non-independent status on a be Reelect Mia Brunell Livfors as Board Chair Voting Policy Rationale: A vote AGAINST th	<i>regarding the suitabi</i> g, Thomas Ekman and oard with an insufficie Mgmt	ity of these individuals in partic d Sara Ohrvall (items 15.1, 15.3 ent level of overall independence For	ular. A vote AGAINST , 15.6, and 15.7) is warrante e. Against			
	 15.5) is warranted due to a lack of concern candidates Mia Brunell Livfors, Caroline Berg due to their non-independent status on a burg Reelect Mia Brunell Livfors as Board Chair Voting Policy Rationale: A vote AGAINST the directors is not supported. Approve Remuneration Policy And Other Terms of Employment For 	regarding the suitabi g, Thomas Ekman and oard with an insufficie Mgmt is item is warranted b	ity of these individuals in partic d Sara Ohrvall (items 15.1, 15.3 nt level of overall independence For ecause the election of Mia Brun	ular. A vote AGAINST , 15.6, and 15.7) is warrante e. Against ell Livfors to the board of	Against		
16	 15.5) is warranted due to a lack of concern candidates Mia Brunell Livfors, Caroline Berg due to their non-independent status on a barg Reelect Mia Brunell Livfors as Board Chair Voting Policy Rationale: A vote AGAINST the directors is not supported. Approve Remuneration Policy And Other Terms of Employment For Executive Management Approve Performance Share Plan LTIP 	<i>regarding the suitabi</i> , <i>g, Thomas Ekman and</i> <i>oard with an insufficie</i> Mgmt <i>is item is warranted b</i> Mgmt	ity of these individuals in particular d Sara Ohrvall (items 15.1, 15.3 ent level of overall independence For ecause the election of Mia Brun For	ular. A vote AGAINST ; 15.6, and 15.7) is warrant e. Against ell Livfors to the board of For	Against		

L&F Co., Ltd.

Meeting Date: 03/22/2023	Country: South Korea	Ticker: 066970
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: Y52747105		

					Shares Voted: 312,802
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For
3	Elect Park Gi-seon as Outside Director	Mgmt	For	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	For

Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is high relative to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.

CHUNBO Co., Ltd.

Meeting Date: 03/23/2023 Record Date: 12/31/2022 Primary Security ID: Y1R14A103 Country: South Korea Meeting Type: Annual Ticker: 278280

					Shares Voted: 114,219	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST thi remuneration limit. However, based on ISS' compared to that of the market norm, and t	updated market data, i	the level of the directors' re	muneration cap is excessive		

remuneration limit.

Hansol Chemical Co., Ltd.

Meeting Date: 03/23/2023	Country: South Korea	Ticker: 014680
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: Y3064E109		

					Shares Voted: 316,143
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For
3	Elect Lee Won-jun as Outside Director	Mgmt	For	For	For
4	Elect Lee Won-jun as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	For

Novo Nordisk A/S

Meeting Date: 03/23/2023	Country: Denmark	Ticker: NOVO.B
Record Date: 03/16/2023	Meeting Type: Annual	
Primary Security ID: K72807132		

					Shares Voted: 26,955
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
3	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	Mgmt	For	For	For	
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	
5.1	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	Mgmt	For	For	For	
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	For	
5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	For	
6.1	Reelect Helge Lund as Board Chairman	Mgmt	For	For	For	
6.2	Reelect Henrik Poulsen as Vice Chairman	Mgmt	For	For	For	
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR candidat and Martin Mackay is warranted due to a lac				W	
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR candidat and Martin Mackay is warranted due to a lac				w	
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR candidat and Martin Mackay is warranted due to a lac		w			
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR candidat and Martin Mackay is warranted due to a lac				W	
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR candidat and Martin Mackay is warranted due to a lac				W	
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Grégoire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.					
7	Ratify Deloitte as Auditor	Mgmt	For	For	For	
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For	
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For	
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	Mgmt	For	For	For	

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt				
8.4	Product Pricing Proposal	SH	Against	Against	Against	
9	Other Business	Mgmt				

Shinsegae, Inc.

Meeting Date: 03/23/2023	Country: South Korea	Ticker: 004170
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: Y77538109		

					Shares Voted: 13,588
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Elect Kwon Hyeok-gu as Inside Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these nominees and the company's board dynam		d given the absence of any kr	nown issues concerning the	
2.2	Elect Hong Seung-oh as Inside Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these nominees and the company's board dynam		d given the absence of any kr	nown issues concerning the	
2.3	Elect Gwak Se-bung as Outside Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these nominees and the company's board dynam		d given the absence of any kr	nown issues concerning the	
2.4	Elect Kim Han-nyeon as Outside Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these nominees and the company's board dynam		d given the absence of any kr	own issues concerning the	
3	Elect Kang Gyeong-won Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these nominees and the company's board dynam		d given the absence of any kr	nown issues concerning the	
4	Elect Kim Han-nyeon as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Terms of Retirement Pay	Mgmt	For	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Vats Liquor Chain Store Management Joint Stock Co., Ltd.

Meeting Date: 03/23/2023	Country: China	Ticker: 300755
Record Date: 03/16/2023	Meeting Type: Special	
Primary Security ID: Y9277X107		

Vats Liquor Chain Store Management Joint Stock Co., Ltd.

					Shares	Voted: 59,700
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voti Poli Rec	cy Vote	tion
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
1.1	Elect Yang Qiang as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR both nominees.	h nominees is warranted giv	ven the absence of any l	known issues concerning th	е	
1.2	Elect Yang Wuyong as Director	Mgmt	For	For	For	
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.						

Eugene Technology Co., Ltd.

Meeting Date: 03/24/2023	Country: South Korea	Ticker: 084370
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: Y2347W100		

					Shares Voted: 204,196
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Elect Shin Seung-woo as Inside Director	Mgmt	For	For	For
3	Appoint Kang Seok-jin as Internal Auditor	Mgmt	For	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.				
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For

Hana Financial Group, Inc.

Meeting Date: 03/24/2023	Country: South Korea	Ticker: 086790
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: Y29975102		

					Shares Voted: 88,279	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	

Hana Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles of Incorporation	Mgmt	For	For	For
3.1	Elect Kim Hong-jin as Outside Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST Ho 3.3), Dong-moon Park (Item 3.4), Gang-wo is warranted, as their inaction to remove a oversight at the company. A vote FOR the r	n Lee (Kang-won Lee) legally concerned direct	(Item 3.5), and Dong-hun Y tor is indicative of a material	ang (Dong-hoon Yang) (Item	
3.2	Elect Heo Yoon as Outside Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST Ho 3.3), Dong-moon Park (Item 3.4), Gang-wo is warranted, as their inaction to remove a oversight at the company. A vote FOR the r	n Lee (Kang-won Lee) legally concerned direct	(Item 3.5), and Dong-hun Y tor is indicative of a material	ang (Dong-hoon Yang) (Item	
3.3	Elect Lee Jeong-won as Outside Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST Ho 3.3), Dong-moon Park (Item 3.4), Gang-wo is warranted, as their inaction to remove a oversight at the company. A vote FOR the r	n Lee (Kang-won Lee) legally concerned direct	(Item 3.5), and Dong-hun Y tor is indicative of a material	Yang (Dong-hoon Yang) (Item	
3.4	Elect Park Dong-moon as Outside Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST Ho 3.3), Dong-moon Park (Item 3.4), Gang-wo is warranted, as their inaction to remove a oversight at the company. A vote FOR the r	n Lee (Kang-won Lee) legally concerned direct	(Item 3.5), and Dong-hun Y tor is indicative of a material	ang (Dong-hoon Yang) (Item	
3.5	Elect Lee Gang-won as Outside Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST Ho 3.3), Dong-moon Park (Item 3.4), Gang-wo is warranted, as their inaction to remove a oversight at the company. A vote FOR the r	n Lee (Kang-won Lee) legally concerned direct	(Item 3.5), and Dong-hun Y tor is indicative of a material	ang (Dong-hoon Yang) (Item	
3.6	Elect Won Suk-yeon as Outside Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote AGAINST Ho 3.3), Dong-moon Park (Item 3.4), Gang-wo is warranted, as their inaction to remove a oversight at the company. A vote FOR the r	n Lee (Kang-won Lee) legally concerned direct	(Item 3.5), and Dong-hun Y tor is indicative of a material	ang (Dong-hoon Yang) (Item	
3.7	Elect Lee Jun-seo as Outside Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote AGAINST Ho 3.3), Dong-moon Park (Item 3.4), Gang-wo is warranted, as their inaction to remove a oversight at the company. A vote FOR the r	n Lee (Kang-won Lee) legally concerned direct	(Item 3.5), and Dong-hun Y tor is indicative of a material	(ang (Dong-hoon Yang) (Item	
3.8	Elect Lee Seung-yeol as Non-Independent Non-Executive Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote AGAINST Ho 3.3), Dong-moon Park (Item 3.4), Gang-wo is warranted, as their inaction to remove a oversight at the company. A vote FOR the r	n Lee (Kang-won Lee) legally concerned direct	(Item 3.5), and Dong-hun Y tor is indicative of a material	ang (Dong-hoon Yang) (Item	
4	Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST Hc 3.3), Dong-moon Park (Item 3.4), Gang-wo is warranted, as their inaction to remove a oversight at the company. A vote FOR the r	n Lee (Kang-won Lee) legally concerned direct	(Item 3.5), and Dong-hun Y tor is indicative of a material	ang (Dong-hoon Yang) (Item	

is warranted, as their inaction to remove a legally concerned director is indica oversight at the company. A vote FOR the remaining nominees is warranted.

Hana Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
5.1	Elect Heo Yoon as a Member of Audit Committee	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST Yo election section of this report. A vote FOR th company's audit committee were identified.				the	
5.2	Elect Won Suk-yeon as a Member of Audit Committee	Mgmt	For	For	For	
	Voting Policy Rationale: A vote AGAINST Yo election section of this report. A vote FOR th company's audit committee were identified.				the	
5.3	Elect Lee Jun-seo as a Member of Audit Committee	Mgmt	For	For	For	
	Voting Policy Rationale: A vote AGAINST Yo election section of this report. A vote FOR th company's audit committee were identified.				the	
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	

KB Financial Group, Inc.

Meeting Date: 03/24/2023	Country: South Korea	Ticker: 105560
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: Y46007103		

					Shares Voted: 3,128,726
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For
3.1	Voting Policy Rationale: A vote AGAINST Ite governmental ties to build a compelling case proposed amendments is contentious or pro Elect Kwon Seon-ju as Outside	e. A vote FOR the boa	,		•
	Director Voting Policy Rationale: At this time, the dis shareholder proposed nominee (Item 9) is v of any known issues concerning the nomine	varranted. A vote FOR	board proposed resolutions	,	ce
3.2	Elect Cho Hwa-jun as Outside Director	Mgmt	For	For	For
	Voting Policy Rationale: At this time, the dis shareholder proposed nominee (Item 9) is v of any known issues concerning the nomine	varranted. A vote FOR	board proposed resolutions		се
3.3	Elect Oh Gyu-taek as Outside Director	Mgmt	For	For	For
	Voting Policy Rationale: At this time, the dis	sident came short of l	huilding a compelling case. T	herefore a vote AGAINST	

Voting Policy Rationale: At this time, the dissident came short of building a compelling case. Therefore, a vote AGAINST shareholder proposed nominee (Item 9) is warranted. A vote FOR board proposed resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.

KB Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Elect Yeo Jeong-seong as Outside Director	Mgmt	For	For	For
	Voting Policy Rationale: At this time, the dis shareholder proposed nominee (Item 9) is o of any known issues concerning the nomine	warranted. A vote FOR	to board proposed resolutions is		e
3.5	Elect Kim Seong-yong as Outside Director	Mgmt	For	For	For
	Voting Policy Rationale: At this time, the dis shareholder proposed nominee (Item 9) is o of any known issues concerning the nomine	warranted. A vote FOR	board proposed resolutions is		e
4	Elect Kim Gyeong-ho as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
	Voting Policy Rationale: At this time, the dis shareholder proposed nominee (Item 9) is t of any known issues concerning the nomine	warranted. A vote FOR	board proposed resolutions is		e
5.1	Elect Kwon Seon-ju as a Member of Audit Committee	Mgmt	For	For	For
	Voting Policy Rationale: At this time, the dis shareholder proposed nominee (Item 9) is t of any known issues concerning the nomine	warranted. A vote FOR	board proposed resolutions is		e
5.2	Elect Cho Hwa-jun as a Member of Audit Committee	Mgmt	For	For	For
	Voting Policy Rationale: At this time, the dis shareholder proposed nominee (Item 9) is t of any known issues concerning the nomine	warranted. A vote FOR	board proposed resolutions is		e
5.3	Elect Kim Seong-yong as a Member of Audit Committee	Mgmt	For	For	For
	Voting Policy Rationale: At this time, the dis shareholder proposed nominee (Item 9) is t of any known issues concerning the nomine	warranted. A vote FOR	board proposed resolutions is		re
6	Approve Terms of Retirement Pay	Mgmt	For	For	For
7	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
8	Amend Articles of Incorporation (Shareholder Proposal)	SH	Against	Against	Against
	Voting Policy Rationale: A vote AGAINST Ite governmental ties to build a compelling cas proposed amendments is contentious or pro	e. A vote FOR the boa	,		-
9	Elect Lim Gyeong-jong as Outside Director (Shareholder Proposal)	SH	Against	Against	Against
	Voting Policy Rationale: At this time, the dis shareholder proposed nominee (Item 9) is u of any known issues concerning the nomine	warranted. A vote FOR	e board proposed resolutions is		e

Yunnan Energy New Material Co., Ltd.

Meeting Date: 03/24/2023	Country: China	Ticker: 002812
Record Date: 03/21/2023	Meeting Type: Annual	
Primary Security ID: Y9881M109		

Yunnan Energy New Material Co., Ltd.

					Shares Voted: 32,900
Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merit	ed for these routine res	solutions because no concer	ns have been identified.	
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merit	ed for these routine res	solutions because no concern	ns have been identified.	
3	Approve Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merit	ed for these routine res	solutions because no concern	ns have been identified.	
4	Approve Profit Distribution Plan	Mgmt	For	For	For
5	Approve Annual Report and Summary	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merit	ed for these routine res	solutions because no concer	ns have been identified.	
6	Approve Appointment of Financial Auditor and Internal Control Auditor	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merit	ed because no concern	s have been identified.		
8	Approve Remuneration of Supervisors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merit	ed because no concern	s have been identified.		
9	Approve Application of Bank Credit Lines	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is the company's financial burden, which is de			idered excessive and may add	1 to
10	Approve Amount of Guarantee in the Scope of Consolidated Statement	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is is disproportionate to the level of ownership meeting circular.				
11	Approve Deposit, Loan and Guarantee Business with Related Banks	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is guarantee business included in the transact		re is lack of disclosure on the	e pertinent details pertaining (to
12	Approve Provision of Financial Assistance	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is entities is disproportionate to the company! in the meeting circular.			-	-
13	Approve Establishment of Special Committees of the Board of Directors	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
	101110				

nominees.

Yunnan Energy New Material Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.2	Elect Li Xiaohua as Director	Mgmt	For	For	Against
	Voting Policy Rationale: A vote FOR all nomin nominees.	nees is warranted give	en the absence of any know	vn issues concerning the	
14.3	Elect Yan Ma as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomining nominees.	inees is warranted give	en the absence of any know	vn issues concerning the	
14.4	Elect Alex Cheng as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomi nominees.	nees is warranted give	en the absence of any know	vn issues concerning the	
14.5	Elect Ma Weihua as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees.	inees is warranted give	en the absence of any know	vn issues concerning the	
14.6	Elect Feng Jie as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees.	inees is warranted give	en the absence of any know	vn issues concerning the	
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
15.1	Elect Shou Chunyan as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominion nominees.	inees is warranted give	en the absence of any know	vn issues concerning the	
15.2	Elect Pan Siming as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomining nominees.	inees is warranted give	en the absence of any know	vn issues concerning the	
15.3	Elect Zhang Jing as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominon nominees.	inees is warranted give	en the absence of any know	vn issues concerning the	
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
16.1	Elect Zhang Tao as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both non nominees.	minees is warranted g	iven the absence of any kn	own issues concerning the	
16.2	Elect Li Bing as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both non nominees.	minees is warranted g	iven the absence of any kn	own issues concerning the	

HDFC Bank Limited

Meeting Date: 03/25/2023	Country: India	Ticker: 500180
Record Date: 02/17/2023	Meeting Type: Special	
Primary Security ID: Y3119P190		

					Shares Voted: 4,021,594
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction

Postal Ballot

HDFC Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Material Related Party Transactions with Housing Development Finance Corporation Limited	Mgmt	For	For	For
2	Approve Material Related Party Transactions with HDB Financial Services Limited	Mgmt	For	For	For
3	Approve Material Related Party Transactions with HDFC Securities Limited	Mgmt	For	For	For
4	Approve Material Related Party Transactions with HDFC Life Insurance Company Limited	Mgmt	For	For	For
5	Approve Material Related Party Transactions with HDFC ERGO General Insurance Company Limited	Mgmt	For	For	For
6	Approve Material Related Party Transactions with HDFC Credila Financial Services Limited	Mgmt	For	For	For

Estun Automation Co. Ltd.

Meeting Date: 03/27/2023	Country: China	Ticker: 002747
Record Date: 03/20/2023	Meeting Type: Special	
Primary Security ID: Y6196S102		

					Shares Voted: 3,819,621
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Stock Option Incentive Plan (Draft) and Its Summary	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST is w involved in the administration of the scheme.	arranted because dire	ctors eligible to receive op	ptions under the scheme are	
2	Approve Stock Option Incentive Plan Implementation Assessment Management Measures	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST is w involved in the administration of the scheme.	arranted because dire	ctors eligible to receive op	otions under the scheme are	
3	Approve Authorization of the Board to Handle All Related Matters	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST is w involved in the administration of the scheme.	arranted because dire	ctors eligible to receive op	ptions under the scheme are	
4	Approve Change in Usage of Raised Funds of Private Placement of Shares	Mgmt	For	For	For

Jinxin Fertility Group Limited

Meeting Date: 03/27/2023	Country: Cayman Islands	Ticker: 1951
Record Date: 03/21/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: G5140J101		

Jinxin Fertility Group Limited

				Shares Voted: 7,430,500
Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
Approve Grant of New Restricted Shares to Zhong Yong Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
company, and the limit under the 2022 RSAS of the company's issued capital. * The 2022	, together with other s RSAS lacks challenging	share incentive schemes of to g performance criteria and m	he company, exceeds 5 perce	nt
Approve Grant of New Restricted Shares to John G. Wilcox Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
company, and the limit under the 2022 RSAS of the company's issued capital. * The 2022	, together with other s RSAS lacks challenging	share incentive schemes of ti g performance criteria and m	he company, exceeds 5 perce	nt
Approve Grant of New Restricted Shares to Dong Yang Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
company, and the limit under the 2022 RSAS of the company's issued capital. * The 2022	, together with other s RSAS lacks challenging	share incentive schemes of ti g performance criteria and m	he company, exceeds 5 perce	nt
Approve Grant of New Restricted Shares to Lyu Rong Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
company, and the limit under the 2022 RSAS of the company's issued capital. * The 2022	, together with other s RSAS lacks challenging	share incentive schemes of ti g performance criteria and m	he company, exceeds 5 perce	nt
Approve Grant of New Restricted Shares to Geng Lihong Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
company, and the limit under the 2022 RSAS of the company's issued capital. * The 2022	, together with other s RSAS lacks challenging	share incentive schemes of to g performance criteria and m	he company, exceeds 5 perce	nt
Approve Grant of New Restricted Shares to Li Yuan Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
company, and the limit under the 2022 RSAS of the company's issued capital. * The 2022	, together with other s RSAS lacks challenging	share incentive schemes of ti g performance criteria and m	he company, exceeds 5 perce	nt
Approve Grant of New Restricted Shares to Duan Hongmei Pursuant to the 2022 Restricted Share Award	Mgmt	For	Against	Against
	Approve Grant of New Restricted Shares to Zhong Yong Pursuant to the 2022 Restricted Share Award Scheme Vating Policy Rationale: A vote AGAINST these company, and the limit under the 2022 RSAS of the company's issued capital. * The 2022 directors eligible to receive awards under the Approve Grant of New Restricted Shares to John G. Wilcox Pursuant to the 2022 Restricted Share Award Scheme Vating Policy Rationale: A vote AGAINST these company, and the limit under the 2022 RSAS of the company's issued capital. * The 2022 directors eligible to receive awards under the Approve Grant of New Restricted Shares to Dong Yang Pursuant to the 2022 Restricted Share Award Scheme Voting Policy Rationale: A vote AGAINST these company, and the limit under the 2022 RSAS of the company's issued capital. * The 2022 and directors eligible to receive awards under the 2022 Restricted Share Award Scheme Voting Policy Rationale: A vote AGAINST these company, and the limit under the 2022 RSAS of the company's issued capital. * The 2022 and directors eligible to receive awards under the 2022 Restricted Sha	Approve Grant of New Restricted Mgmt Shares to Zhong Yong Pursuant to the 2022 Restricted Share Award Scheme Voting Policy Rationale: A vote AGAINST these resolutions is warra company, and the limit under the 2022 RSAS, together with other : of the company's issued capital. * The 2022 RSAS lacks challenging directors eligible to receive awards under the 2022 RSAS are involved Shares to John G. Wilcox Pursuant to the 2022 Restricted Share Award Mgmt Shares to John G. Wilcox Pursuant to the 2022 RSAS, together with other : of the company's issued capital. * The 2022 RSAS lacks challenging directors eligible to receive awards under the 2022 RSAS are involved Scheme Voting Policy Rationale: A vote AGAINST these resolutions is warra company, and the limit under the 2022 RSAS, together with other : of the company's issued capital. * The 2022 RSAS lacks challenging directors eligible to receive awards under the 2022 RSAS are involved Share Award Scheme Voting Policy Rationale: A vote AGAINST these resolutions is warra company, and the limit under the 2022 RSAS, together with other : of the company's issued capital. * The 2022 RSAS lacks challenging directors eligible to receive awards under the 2022 RSAS are involved Share Award Scheme Voting Policy Rationale: A vote AGAINST these resolutions is warra company, and the limit under the 2022 RSAS, together with other : of the company's issued capital. * The 2022 RSAS lacks challenging directors eligible to receive awards under the 2022 RSAS is cake challenging directors eligible to receive awards under the 2022 RSAS are involved Share Award Scheme Voting Policy Rationale: A vote AGAINST these resolutions is warra c	Proposal Text Proponent Rec Approve Grant of New Restricted Shares to Zhong Yong Pursuant to the 2022 Restricted Share Award Scheme Mgmt For Witing Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company company, and the limit under the 2022 RSAS, together with other share incentive schemes of D of the company's issued capital. * The 2022 RSAS hacks challenging performance criteria and m directors eligible to receive awards under the 2022 RSAS are involved in its administration. Approve Grant of New Restricted Mgmt For Shares to John G. Wilcox Pursuant to the 2022 Restricted Share Award Scheme Mgmt For Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company Scheme For Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company company's issued capital. * The 2022 RSAS together with other share incentive schemes of D of the company's issued capital. * The 2022 RSAS together with other share incentive schemes of D of the company's issued capital. * The 2022 RSAS together with other share incentive schemes of D of the company's issued capital. * The 2022 RSAS isolations is warranted because: * The company company, and the limit under the 2022 RSAS together with other share incentive schemes of D of the company's issued capital. * The 2022 RSAS isolations is warranted because: * The company company, and the limit under the 2022 RSAS together with other share incentive schemes of D of the company's issued capital. * The 2022 RSAS isolation is is administration. Approve Grant of New Restricted <td>Proposel Text Prognent Rec Policy Rec Approve Grant of New Restricted Shares to Zhong Yong Pursuant to the 2022 Restricted Share Award Scheme Mgmt For Against Woing Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mati- company, and the limit under the 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company is sued capital. * The 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company Sued Capital. * The 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company. and the limit under the 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company is sued capital. * The 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company is sued capital. * The 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company for the Restricted Mgmt For Against Approve Grant of New Restricted Mgmt For Against Shares to Dong Yang Pursuant to the 2022 Restricted Share Award Scheme For Against Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a matic company, and the limit under the 2022 RASA together with other share incentive schemes of the company, exceeds 5 perce of the company (stated action the action acompany (stated action acompany, exceeds 5 perce of</td>	Proposel Text Prognent Rec Policy Rec Approve Grant of New Restricted Shares to Zhong Yong Pursuant to the 2022 Restricted Share Award Scheme Mgmt For Against Woing Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mati- company, and the limit under the 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company is sued capital. * The 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company Sued Capital. * The 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company. and the limit under the 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company is sued capital. * The 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company is sued capital. * The 2022 RASS logether with other share incentive schemes of the company, exceeds 5 perce of the company for the Restricted Mgmt For Against Approve Grant of New Restricted Mgmt For Against Shares to Dong Yang Pursuant to the 2022 Restricted Share Award Scheme For Against Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a matic company, and the limit under the 2022 RASA together with other share incentive schemes of the company, exceeds 5 perce of the company (stated action the action acompany (stated action acompany, exceeds 5 perce of

of the company's issued capital. * The 2022 RSAS lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive awards under the 2022 RSAS are involved in its administration.

Jinxin Fertility Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1H	Approve Grant of New Restricted Shares to Zhao Juanjuan Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST th company, and the limit under the 2022 RSA of the company's issued capital. * The 2022 directors eligible to receive awards under th	AS, together with other 2 RSAS lacks challengin	share incentive schemes of th ng performance criteria and me	ne company, exceeds 5 perce	ent
11	Approve Grant of New Restricted Shares to Liu Yi Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST th company, and the limit under the 2022 RSA of the company's issued capital. * The 2022 directors eligible to receive awards under th	AS, together with other 2 RSAS lacks challengin	share incentive schemes of th og performance criteria and me	e company, exceeds 5 perce	ent
1J	Approve Grant of New Restricted Shares to Deng Jianglin Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST th company, and the limit under the 2022 RSA of the company's issued capital. * The 2022 directors eligible to receive awards under th	AS, together with other 2 RSAS lacks challengin	share incentive schemes of th ng performance criteria and me	ne company, exceeds 5 perce	ent
1K	Approve Grant of New Restricted Shares to Zhang Yang Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST th company, and the limit under the 2022 RSA of the company's issued capital. * The 2022 directors eligible to receive awards under th	AS, together with other 2 RSAS lacks challengin	share incentive schemes of th ng performance criteria and me	e company, exceeds 5 perce	ent
1L	Approve Grant of New Restricted Shares to Jiang Yingshuang Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST th company, and the limit under the 2022 RSA of the company's issued capital. * The 2022 directors eligible to receive awards under th	AS, together with other 2 RSAS lacks challengin	share incentive schemes of th og performance criteria and me	ne company, exceeds 5 perce	ent
1M	Approve Grant of New Restricted Shares to Huang Hanmei Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST th company, and the limit under the 2022 RSA of the company's issued capital. * The 2022 directors eligible to receive awards under th	AS, together with other 2 RSAS lacks challengin	share incentive schemes of th ng performance criteria and me	ne company, exceeds 5 perce	ent
1N	Approve Grant of New Restricted Shares to Diao Lianghui Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
1N	Shares to Diao Lianghui Pursuant to the 2022 Restricted Share Award	ese resolutions is warra IS, together with other 2 RSAS lacks challengin	anted because: * The compan, share incentive schemes of th g performance criteria and me	y could be considered a mate e company, exceeds 5 perce	ure unt

directors eligible to receive awards under the 2022 RSAS are involved in its administration.

Jinxin Fertility Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
10	Approve Grant of New Restricted Shares to Dong Jingjing Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2022 RSAS, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The 2022 RSAS lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive awards under the 2022 RSAS are involved in its administration.						
2	Authorize Any Director to Deal with All Matters in Relation to the Grant of the New Restricted Shares to the Connected Grantees Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2022 RSAS, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The 2022 RSAS lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive awards under the 2022 RSAS are involved in its administration.						

LG Chem Ltd.

Meeting Date: 03/28/2023	Country: South Korea	Ticker: 051910
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: Y52758102		

					Shares Voted: 3,243	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	
2	Elect Cheon Gyeong-hun as Outside Director	Mgmt	For	For	For	
3	Elect Cheon Gyeong-hun as a Member of Audit Committee	Mgmt	For	For	For	
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	

Neste Corp.

Meeting Date: 03/28/2023	Country: Finland	Ticker: NESTE
Record Date: 03/16/2023	Meeting Type: Annual	
Primary Security ID: X5688A109		

					Shares Voted: 22,752
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

Voting Policy Rationale: These are routine meeting formalities.

Neste Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
2	Call the Meeting to Order	Mgmt				
	Voting Policy Rationale: These are routine	meeting formalities.				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
	Voting Policy Rationale: These are routine	meeting formalities.				
4	Acknowledge Proper Convening of Meeting	Mgmt				
	Voting Policy Rationale: These are routine	meeting formalities.				
5	Prepare and Approve List of Shareholders	Mgmt				
	Voting Policy Rationale: These are routine	meeting formalities.				
6	Receive Financial Statements and Statutory Reports; 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 1.02 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 95,000 for Chairman, EUR 60,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	
12	Fix Number of Directors at Nine	Mgmt	For	For	For	
13	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipila (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Mgmt	For	For	For	
14	Approve Remuneration of Auditors	Mgmt	For	For	For	
15	Ratify KPMG as Auditors	Mgmt	For	For	For	
16	Authorize Share Repurchase Program	Mgmt	For	For	For	
17	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For	
18	Amend Articles Re: Book-Entry System	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.

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Close Meeting

Mgmt

SKC Co., Ltd.

Meeting Date: 03/28/2023 Record Date: 12/31/2022 Primary Security ID: Y8065Z100 Country: South Korea Meeting Type: Annual Ticker: 011790

					Shares Voted: 363,156			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For			
2	Amend Articles of Incorporation	Mgmt	For	For	For			
3.1	Elect Chae Jun-sik as Non-Independent Non-Executive Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these re nominees and the company's board dynami		l given the absence of any i	known issues concerning the				
3.2	Elect Chae Eun-mi as Outside Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.							
3.3	Elect Kim Jeong-in as Outside Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.							
4.1	Elect Park Si-won as a Member of Audit Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nom and the company's audit committee.	inees is warranted give	en the absence of any know	n issues concerning the nomin	nees			
4.2	Elect Chae Eun-mi as a Member of Audit Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nom and the company's audit committee.	inees is warranted give	en the absence of any know	n issues concerning the nomin	nees			
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For			

S-Oil Corp.

Meeting Date: 03/28/2023	Country: South Korea	Ticker: 010950
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: Y80710109		

					Shares Voted: 11,146
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For

S-Oil Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
3.1	Elect Ibrahim M. Al-Nitaifi as Non-Independent Non-Executive Director	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST non-independent director nominee Ibrahim Al-Nitaifi (Item 3.1) is warranted given that the company is a large company and the board is not majority independent. In this case, the reclassification of Jae-hun Lee and Jeong-soon Lee (Jungsoong Janice Lee) contributed to the company's failure of meeting board independence requirement. A vote FOR independent director Oh-gyu Kwon (Item 3.2) is warranted given the absence of any known issues concerning this nominee.						
3.2	Elect Kwon Oh-gyu as Outside Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote AGAINST non-independent director nominee Ibrahim Al-Nitaifi (Item 3.1) is warranted given that the company is a large company and the board is not majority independent. In this case, the reclassification of Jae-hun Lee and Jeong-soon Lee (Jungsoong Janice Lee) contributed to the company's failure of meeting board independence requirement. A vote FOR independent director Oh-gyu Kwon (Item 3.2) is warranted given the absence of any known issues concerning this nominee.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is high relative to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.						

Essity AB

Meeting Date: 03/29/2023	Country: Sweden	Ticker: ESSITY.B
Record Date: 03/21/2023	Meeting Type: Annual	
Primary Security ID: W3R06F100		

					Shares Voted: 257,010		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Elect Chairman of Meeting	Mgmt	For	For	For		
	Voting Policy Rationale: These are routine me	eeting formalities.					
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For		
	Voting Policy Rationale: These are routine me	eeting formalities.					
3	Designate Inspector(s) of Minutes of Meeting	Mgmt					
	Voting Policy Rationale: These are routine me	eeting formalities.					
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For		
	Voting Policy Rationale: These are routine me	eeting formalities.					
5	Approve Agenda of Meeting	Mgmt	For	For	For		
	Voting Policy Rationale: These are routine meeting formalities.						
6	Receive Financial Statements and Statutory Reports	Mgmt					
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For		
7.b	Approve Allocation of Income and Dividends of SEK 7.25 Per Share	Mgmt	For	For	For		

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
7.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these pu fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that a	the board directors have not				
7.c2	Approve Discharge of Par Boman	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these pu fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that a	the board directors have not				
7.c3	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these p fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that i	the board directors have not				
7.c4	Approve Discharge of Bjorn Gulden	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these pu fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that a	the board directors have not				
7.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these pu fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that a	the board directors have not				
7.c6	Approve Discharge of Susanna Lind	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these pu fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that a	the board directors have not				
7.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these pu fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that a	the board directors have not				
7.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.							
7.c9	Approve Discharge of Louise Svanberg	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these p fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that i	the board directors have not				
7.c10	Approve Discharge of Orjan Svensson	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these p fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that i	the board directors have not				
7.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these p fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that a	the board directors have not				
7.c12	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these p fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that i	the board directors have not				
7.c13	Approve Discharge of Niclas Thulin	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these pu fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that a	the board directors have not				
7.c14	Approve Discharge of Magnus Groth	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these pu fulfilled their fiduciary duties.	roposals is warranted a	s there is no evidence that a	the board directors have not				
8	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For			

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
9	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For			
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	For			
10.b	Approve Remuneration of Auditors	Mgmt	For	For	For			
11.a	Reelect Ewa Bjorling as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR candida Bert Nordberg, Barbara Milian Thoralfsson, I concern regarding the suitability of these inc warranted as he is considered overboarded.	Maria Carell and Jan Gu	rrander (Items 11.c – 11.i) is	warranted due to a lack of				
11.b	Reelect Par Boman as Director	Mgmt	For	Against	Against			
	Bert Nordberg, Barbara Milian Thoralfsson, I	Voting Policy Rationale: A vote FOR candidates Ewa Bjorling (Item 11.a); Annemarie Gardshol, Magnus Groth, Torbjorn Loof, Bert Nordberg, Barbara Milian Thoralfsson, Maria Carell and Jan Gurrander (Items 11.c – 11.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Par Boman (Item 11.b) is warranted as he is considered overboarded.						
11.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR candida Bert Nordberg, Barbara Milian Thoralfsson, I concern regarding the suitability of these inc warranted as he is considered overboarded.	Maria Carell and Jan Gu	rrander (Items 11.c – 11.i) is	warranted due to a lack of				
11.d	Reelect Magnus Groth as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR candidates Ewa Bjorling (Item 11.a); Annemarie Gardshol, Magnus Groth, Torbjorn Loof, Bert Nordberg, Barbara Milian Thoralfsson, Maria Carell and Jan Gurrander (Items 11.c – 11.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Par Boman (Item 11.b) is warranted as he is considered overboarded.							
11.e	Reelect Torbjorn Loof as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR candida Bert Nordberg, Barbara Milian Thoralfsson, I concern regarding the suitability of these inc warranted as he is considered overboarded.							
11.f	Reelect Bert Nordberg as Director	Mgmt	For	For	For			
	<i>Voting Policy Rationale: A vote FOR candidates Ewa Bjorling (Item 11.a); Annemarie Gardshol, Magnus Groth, Torbjorn Loof, Bert Nordberg, Barbara Milian Thoralfsson, Maria Carell and Jan Gurrander (Items 11.c – 11.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Par Boman (Item 11.b) is warranted as he is considered overboarded.</i>							
11.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR candida Bert Nordberg, Barbara Milian Thoralfsson, I concern regarding the suitability of these inc warranted as he is considered overboarded.							
11.h	Elect Maria Carell as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR candida Bert Nordberg, Barbara Milian Thoralfsson, I concern regarding the suitability of these inc	Maria Carell and Jan Gu	rrander (Items 11.c – 11.i) is	warranted due to a lack of				

concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Par Boman (Item 11.b) is warranted as he is considered overboarded.

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
11.i	Elect Jan Gurander as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR candidates Ewa Bjorling (Item 11.a); Annemarie Gardshol, Magnus Groth, Torbjorn Loof, Bert Nordberg, Barbara Milian Thoralfsson, Maria Carell and Jan Gurrander (Items 11.c – 11.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidate Par Boman (Item 11.b) is warranted as he is considered overboarded.						
12	Reelect Par Boman as Board Chair	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST the is not supported, due to him being overboa		cause the election of this inc	dividual to the board of directo	Dr5		
13	Ratify Ernst & Young as Auditor	Mgmt	For	For	For		
14	Approve Remuneration Report	Mgmt	For	For	For		
15	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For	For		
16.a	Authorize Share Repurchase Program	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.						

Seacrest Petroleo Bermuda Ltd.

Meeting Date: 03/29/2023	Country: Bermuda	Ticker: SEAPT
Record Date: 02/27/2023	Meeting Type: Special	
Primary Security ID: G7947V204		

					Shares Voted: 15,600,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve 2:1 Reverse Stock Split	Mgmt	For	For	For	

Shimano, Inc.

Meeting Date: 03/29/2023	Country: Japan	Ticker: 7309
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: J72262108		

					Shares Voted: 6,600	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Allocation of Income, with a Final Dividend of JPY 142.5	Mgmt	For	For	For	

Shimano, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
3.1	Elect Director Chia Chin Seng	Mgmt	For	For	For
3.2	Elect Director Ichijo, Kazuo	Mgmt	For	For	For
3.3	Elect Director Katsumaru, Mitsuhiro	Mgmt	For	For	For
3.4	Elect Director Sakakibara, Sadayuki	Mgmt	For	For	For
3.5	Elect Director Wada, Hiromi	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

SK hynix, Inc.

Meeting Date: 03/29/2023	Country: South Korea	Ticker: 000660
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: Y8085F100		

					Shares Voted: 79,684		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For		
2.1	Elect Han Ae-ra as Outside Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this res and the company's board dynamics.	olution is warranted g	iven the absence of any know	n issues concerning the nom	inee		
2.2	Elect Kim Jeong-won as Outside Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.						
2.3	Elect Jeong Deok-gyun as Outside Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this res and the company's board dynamics.	olution is warranted g	iven the absence of any know	n issues concerning the nom	inee		
3.1	Elect Han Ae-ra as a Member of Audit Committee	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
3.2	Elect Kim Jeong-won as a Member of Audit Committee	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nom and the company's audit committee.	inees is warranted giv	en the absence of any known	issues concerning the nomir	nees		
4	Elect Park Seong-ha as Non-Independent Non-Executive Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this res and the company's board dynamics.	olution is warranted g	iven the absence of any know	n issues concerning the nom	inee		
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For		

AGC, Inc. (Japan)

Meeting Date: 03/30/2023 Record Date: 12/31/2022 Primary Security ID: J0025W100 Country: Japan Meeting Type: Annual Ticker: 5201

					Shares Voted: 29,800	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	For	
2.1	Elect Director Shimamura, Takuya	Mgmt	For	For	For	
2.2	Elect Director Hirai, Yoshinori	Mgmt	For	For	For	
2.3	Elect Director Miyaji, Shinji	Mgmt	For	For	For	
2.4	Elect Director Kurata, Hideyuki	Mgmt	For	For	For	
2.5	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For	
2.6	Elect Director Honda, Keiko	Mgmt	For	For	For	
2.7	Elect Director Teshirogi, Isao	Mgmt	For	For	For	
3.1	Appoint Statutory Auditor Kawashima, Isamu	Mgmt	For	For	For	
3.2	Appoint Statutory Auditor Matsuyama, Haruka	Mgmt	For	For	For	

Renesas Electronics Corp.

Meeting Date: 03/30/2023	Country: Japan	Ticker: 6723
Record Date: 12/31/2022	Meeting Type: Annual	
Primary Security ID: J4881V107		

					Shares Voted: 137,900	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Shibata, Hidetoshi	Mgmt	For	For	For	
1.2	Elect Director Iwasaki, Jiro	Mgmt	For	For	For	
1.3	Elect Director Selena Loh Lacroix	Mgmt	For	For	For	
1.4	Elect Director Yamamoto, Noboru	Mgmt	For	For	For	
1.5	Elect Director Hirano, Takuya	Mgmt	For	For	For	
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	

SK Innovation Co., Ltd.

Meeting Date: 03/30/2023 Record Date: 12/31/2022 Primary Security ID: Y8063L103 Country: South Korea Meeting Type: Annual Ticker: 096770

SK Innovation Co., Ltd.

					Shares Voted: 7,595		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For		
2.1	Elect Kim Jun as Inside Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re nominees and the company's board dynamic	-	en the absence of any known issues cond	cerning the			
2.2	Elect Kim Ju-yeon as Outside Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Lee Bok-hui as Outside Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Park Jin-hoe as a Member of Audit Committee	Mgmt	For	For	For		
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

360 DigiTech, Inc.

Meeting Date: 03/31/2023	Country: Cayman Islands	Ticker: 3660
Record Date: 02/28/2023	Meeting Type: Extraordinary	
	Shareholders	
Primary Security ID: G8851G100		

Primary Security ID: G8851G100

					Shares Voted: 1,760,100
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Change of English Name and Adopt Chinese Name as Dual Foreign Name of the Company	Mgmt	For	For	For
2	Approve Variation of Share Capital	Mgmt	For	For	For
3	Approve the Adoption of the Third Amended and Restated Memorandum of Association and Articles of Association	Mgmt	For	For	For

360 DigiTech, Inc.

Meeting Date: 03/31/2023	Country: Cayman Islands	Ticker: 3660
Record Date: 02/28/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: G8851G100		

360 DigiTech, Inc.

					Shares Voted: 5,125,546	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Meeting for ADR Holders	Mgmt				
1	Approve Change of English Name and Adopt Chinese Name as Dual Foreign Name of the Company	Mgmt	For	For	For	
2	Approve Variation of Share Capital	Mgmt	For	For	For	
3	Approve the Adoption of the Third Amended and Restated Memorandum of Association and Articles of Association	Mgmt	For	For	For	

Contemporary Amperex Technology Co., Ltd.

Meeting Date: 03/31/2023	Country: China	Ticker: 300750
Record Date: 03/22/2023	Meeting Type: Annual	
Primary Security ID: Y1R48E105		

					Shares Voted: 706,967	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Annual Report and Summary	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merite	ed for these routine res	olutions because no conc	erns have been identified.		
2	Approve Report of the Board of Directors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merite	ed for these routine res	olutions because no conc	erns have been identified.		
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merite	ed for these routine res	olutions because no conc	erns have been identified.		
4	Approve Profit Distribution and Capitalization of Capital Reserves Plan	Mgmt	For	For	For	
5	Approve Financial Statements	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merite	ed for these routine res	olutions because no conc	erns have been identified.		
6	Approve 2022 and 2023 Remuneration of Directors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merite	ed because no concerns	have been identified.			
7	Approve 2022 and 2023 Remuneration of Supervisors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merite	ed because no concerns	have been identified.			
8	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Mgmt	For	For	For	
9	Approve to Appoint Auditor	Mgmt	For	For	For	
10	Approve Related Party Transaction	Mgmt	For	For	For	

Contemporary Amperex Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Application of Credit Lines	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is the company's financial burden, which is de			idered excessive and may add	1 to
12	Approve Estimated Amount of Guarantees	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is is disproportionate to the level of ownershi meeting circular.				
13	Approve Hedging Plan	Mgmt	For	For	For
14	Approve Repurchase and Cancellation of Performance Shares Deliberated at the 11th Meeting of the Board of Directors	Mgmt	For	For	For
15	Approve Repurchase and Cancellation of Performance Shares Deliberated at the 17th Meeting of the Board of Directors	Mgmt	For	For	For
16	Approve Change in Registered Capital and Amendment of Articles of Association Deliberated at the 16th Meeting of the Board of Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is meri	ted because no concern	s have been identified.		
17	Approve Change in Registered Capital and Amendment of Articles of Association Deliberated at the 17th Meeting of the Board of Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is meri	ted because no concern	s have been identified.		
18	Approve Formulation of External Donation Management System	Mgmt	For	For	For
19	Amend the Currency Fund Management System	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST is covered under the proposed amendments.	warranted given the co	mpany has not specified the	details and the provisions	
20	Amend Management System for Providing External Guarantees	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is	warranted given the co	mpany has not specified the	details and the provisions	

covered under the proposed amendments.

DBS Group Holdings Ltd.

Meeting Date: 03/31/2023	Country: Singapore	Ticker: D05
Record Date:	Meeting Type: Annual	
Primary Security ID: Y20246107		

					Shares Voted: 40,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For

DBS Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
2	Approve Final and Special Dividend	Mgmt	For	For	For		
3	Approve Directors' Remuneration	Mgmt	For	For	For		
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For		
5	Elect Peter Seah Lim Huat as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nom and the company's board and committee dy	-	en the absence of any known	issues concerning the nomin	ees		
6	Elect Punita Lal as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nom and the company's board and committee dy	-	en the absence of any known	issues concerning the nomin	ees		
7	Elect Anthony Lim Weng Kin as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
8	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re California sub-plan is deemed reasonable.	esolutions is warranted	d given that the overall terms	of the DBSH Share Plan and	the		
9	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these ro California sub-plan is deemed reasonable.	esolutions is warranted	d given that the overall terms	of the DBSH Share Plan and	the		
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For		
11	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	For		
12	Authorize Share Repurchase Program	Mgmt	For	For	For		

EDP Renovaveis SA

Meeting Date: 04/04/2023	Country: Spain	Ticker: EDPR
Record Date: 03/28/2023	Meeting Type: Annual	
Primary Security ID: E3847K101		

					Shares Voted: 186,351	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR this iten procedures used.	n is warranted due to a	a lack of concern regarding	the accounts presented or aud	lit	
2	Approve Treatment of Net Loss	Mgmt	For	For	For	
3	Approve Scrip Dividends	Mgmt	For	For	For	

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Management Report	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this iten procedures used.	n is warranted due to	a lack of concern regarding t	he accounts presented or aud	it
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	For	For
7	Ratify Appointment of and Elect Cynthia Kay Mc Call as Director	Mgmt	For	For	For
8.A	Approve Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these it and its majority shareholder is deemed unco		he framework financing agre	ement between the company	
8.B	Grant Board Powers for the Execution and Development of the Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these it and its majority shareholder is deemed unco		he framework financing agre	ement between the company	
9	Amend Remuneration Policy	Mgmt	For	For	For
10.A	Add New Article 30 Re: Environmental, Social and Corporate Governance Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these it	ems is warranted due	to a lack of concerns about t	the proposed amendments.	
10.B	Amend Articles Re: Governing Bodies, Remuneration of Directors and Appointments and Remunerations Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these it	ems is warranted due	to a lack of concerns about t	the proposed amendments.	
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Nokia Oyj

1

Proposal Number	Proposal Text		Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
						Shares Voted: 161,885	
Primary Security	ID: X61873133						
Record Date: 03/2	23/2023	Meeting Type: Annual					
Meeting Date: 04	/04/2023	Country: Finland		Ticker: NOKIA			

Mgmt

Voting Policy Rationale: These are routine meeting formalities.

Open Meeting

Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Call the Meeting to Order	Mgmt			
	Voting Policy Rationale: These are routine n	neeting formalities.			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
	Voting Policy Rationale: These are routine n	neeting formalities.			
4	Acknowledge Proper Convening of Meeting	Mgmt			
	Voting Policy Rationale: These are routine n	neeting formalities.			
5	Prepare and Approve List of Shareholders	Mgmt			
	Voting Policy Rationale: These are routine n	neeting formalities.			
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
	Voting Policy Rationale: A vote FOR these public board or its committees.	roposals is warranted du	ue to a lack of concern reg	garding the composition of the	
13.2	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these problem to the problem of the committees.	roposals is warranted du	ue to a lack of concern reg	garding the composition of the	
13.3	Reelect Lisa Hook as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these problem to the problem of the problem of the committees.	roposals is warranted du	ue to a lack of concern reg	garding the composition of the	
13.4	Reelect Jeanette Horan as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these public policy Rationale: A vote FOR these public for the committees.	roposals is warranted du	ue to a lack of concern reg	garding the composition of the	
13.5	Reelect Thomas Saueressig as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these pl board or its committees.	roposals is warranted du	ue to a lack of concern reg	garding the composition of the	

Nokia Oyj

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	
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranteo	due to a lack of concern reg	garding the composition of the		
13.7	Reelect Carla Smits-Nusteling as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranteo	due to a lack of concern reg	garding the composition of the		
13.8	Reelect Kai Oistamo as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranteo	due to a lack of concern reg	garding the composition of the		
13.9	Elect Timo Ahopelto as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranteo	due to a lack of concern reg	garding the composition of the		
13.10	Elect Elizabeth Crain as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranteo	due to a lack of concern reg	garding the composition of the		
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				

IndusInd Bank Limited

Meeting Date: 04/06/2023	Country: India	Ticker: 532187
Record Date: 02/24/2023	Meeting Type: Special	
Primary Security ID: Y3990M134		

					Shares Voted: 210,148
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Sunil Mehta as Director	Mgmt	For	For	For

EDP-Energias de Portugal SA

Meeting Date: 04/12/2023	Country: Portugal	Ticker: EDP
Record Date: 04/03/2023	Meeting Type: Annual	
Primary Security ID: X67925119		

EDP-Energias de Portugal SA

					Shares Voted: 252,758		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1.1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For		
1.2	Approve Remuneration Report	Mgmt	For	For	For		
1.3	Approve 2030 Climate Change Commitment	Mgmt	For	For	For		
2.1	Approve Allocation of Income	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these its and dividend distribution.	ems is warranted due to	o a lack of concerns about t	he proposed allocation of inco	ome		
2.2	Approve Dividends	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these ite and dividend distribution.	ems is warranted due to	o a lack of concerns about t	he proposed allocation of inco	ome		
3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR Items 3 supervisory and executive boards during fisc concerns over the actions of the statutory a	al year under review. A	vote FOR Item 3.3 is warr				
3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR Items 3.1 and 3.2 is warranted in the absence of specific concerns over the actions of the supervisory and executive boards during fiscal year under review. A vote FOR Item 3.3 is warranted in the absence of specific concerns over the actions of the statutory auditor during the fiscal year in review.						
3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR Items 3.1 and 3.2 is warranted in the absence of specific concerns over the actions of the supervisory and executive boards during fiscal year under review. A vote FOR Item 3.3 is warranted in the absence of specific concerns over the actions of the statutory auditor during the fiscal year in review.						
4	Authorize Repurchase and Reissuance of Shares	Mgmt	For	For	For		
5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	Mgmt	For	For	For		
6	Approve the Renewal of the Authorization Granted to the Executive Board of Directors to Increase the Share Capital	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this iten 10 percent of share capital limit.	n is warranted, as the is	ssuance of equity excluding	pre-emptive rights is within t	he		
7	Eliminate Preemptive Rights	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this iten 10 percent of share capital limit.	n is warranted, as the is	ssuance of equity excluding	pre-emptive rights is within t	he		
8	Elect Pedro Collares Pereira de Vasconcelos as Executive Director for 2021-2023 Term	SH	None	For	For		

Lufax Holding Ltd.

Meeting Date: 04/12/2023 Record Date: 03/06/2023

Primary Security ID: 54975P102

Country: Cayman Islands **Meeting Type:** Extraordinary Shareholders Ticker: LU

				Voting	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction
1	Amend Articles	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST thi information to review and evaluate the prop		d given the company was not abl	e to provide sufficient	
2	Approve Merger of the Award Pool of the Phase I and II Share Incentive Plans and Amend 2019 Performance Share Unit Plan	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the following: * The directors eligible to receive the administration of the SIP I and 2019 PS proposed modifications to the provisions of proposed amendments to the SIP I and 201	options under the SIP . UP, respectively; * The the said plans; and * Th	and receive awards under the 20 negative features of the plans we	019 PSUP are involved i pre not addressed by the	
3	Authorise Issue of Equity	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cl has not specified the discount limit for issua	ass of shares for issuan	ce for cash and non-cash conside	-	
_	Authorize Repurchase of Issued Share	Mgmt	For	For	For
4	Capital				
5		ass of shares for issuan	ce for cash and non-cash conside	-	
5 UPM-Kyn	Capital Approve Extension of the Sale Mandate Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant clu has not specified the discount limit for issua	ese resolutions is warran ass of shares for issuan	nted for the following: * The aggi ce for cash and non-cash conside ash consideration.	regate share issuance li	nit
5	Capital Approve Extension of the Sale Mandate Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cl has not specified the discount limit for issue mmene Oyj 04/12/2023 Country: Finland	ese resolutions is warrant ass of shares for issuant nce for cash and non-co	nted for the following: * The aggi ce for cash and non-cash conside	regate share issuance li	nit
5 UPM-Kyn Meeting Date: 0 Record Date: 03	Capital Approve Extension of the Sale Mandate Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant clu has not specified the discount limit for issue mmene Oyj O4/12/2023 Country: Finland	ese resolutions is warrant ass of shares for issuant nce for cash and non-co	nted for the following: * The aggi ce for cash and non-cash conside ash consideration.	regate share issuance li	nit
5 UPM-Kyn Meeting Date: 0 Record Date: 03	Capital Approve Extension of the Sale Mandate Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant ck has not specified the discount limit for issue mmene Oyj 04/12/2023 Country: Finland 3/29/2023 Meeting Type: Annu	ese resolutions is warrant ass of shares for issuant nce for cash and non-co	nted for the following: * The aggi ce for cash and non-cash conside ash consideration.	regate share issuance li	nit
5 UPM-Kyn Meeting Date: 0 Record Date: 03	Capital Approve Extension of the Sale Mandate Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant ck has not specified the discount limit for issue mmene Oyj 04/12/2023 Country: Finland 3/29/2023 Meeting Type: Annu	ese resolutions is warrant ass of shares for issuant nce for cash and non-co	nted for the following: * The aggi ce for cash and non-cash conside ash consideration.	regate share issuance li	nit any
5 UPM-Kyn Meeting Date: 0 Record Date: 03 Primary Securit Proposal	Capital Approve Extension of the Sale Mandate Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cli- has not specified the discount limit for issua mmene Oyj 04/12/2023 Sale Country: Finland Meeting Type: Annu- ty ID: X9518S108	rse resolutions is warran ass of shares for issuan nce for cash and non-ca	nted for the following: * The aggr ce for cash and non-cash conside ash consideration. Ticker: UPM Mgmt	egate share issuance li ration; and * The comp The comp Policy Policy	nit any Shares Voted: 258,805 Vote
5 UPM-Kyn Meeting Date: 0 Record Date: 03 Primary Securit Proposal Jumber	Capital Approve Extension of the Sale Mandate Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cli- has not specified the discount limit for issua mmene Oyj 04/12/2023 Sale Country: Finland Meeting Type: Annu- ty ID: X9518S108	ese resolutions is warran ass of shares for issuan nce for cash and non-ca nal Proponent Mgmt	nted for the following: * The aggr ce for cash and non-cash conside ash consideration. Ticker: UPM Mgmt	egate share issuance li ration; and * The comp The comp Policy Policy	nit any Shares Voted: 258,805 Vote
5 UPM-Kyn Meeting Date: 0 Record Date: 03 Primary Securit Proposal Number	Capital Approve Extension of the Sale Mandate Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cli has not specified the discount limit for issue mmene Oyj O4/12/2023 Country: Finland Meeting Type: Annu ty ID: X9518S108 Proposal Text Open Meeting	ese resolutions is warran ass of shares for issuan nce for cash and non-ca nal Proponent Mgmt	nted for the following: * The aggr ce for cash and non-cash conside ash consideration. Ticker: UPM Mgmt	egate share issuance li ration; and * The comp The comp Policy Policy	nit any Shares Voted: 258,805 Vote
5 UPM-Kyn Meeting Date: 03 Primary Securit Proposal Number 1	Capital Approve Extension of the Sale Mandate Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant ch has not specified the discount limit for issue mmene Oyj 04/12/2023 Country: Finland Meeting Type: Annu ty ID: X9518S108 Proposal Text Open Meeting Voting Policy Rationale: These are routine n	Proponent Mgmt Mgmt Mgmt	nted for the following: * The aggr ce for cash and non-cash conside ash consideration. Ticker: UPM Mgmt	egate share issuance li ration; and * The comp The comp Policy Policy	nit any Shares Voted: 258,805 Vote
5 UPM-Kyn Meeting Date: 03 Primary Securit Proposal Number 1	Capital Approve Extension of the Sale Mandate Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cli has not specified the discount limit for issua mmene Oyj O4/12/2023 Country: Finland Meeting Type: Annu ty ID: X9518S108 Proposal Text Open Meeting Voting Policy Rationale: These are routine in Call the Meeting to Order	Proponent Mgmt Mgmt Mgmt	nted for the following: * The aggr ce for cash and non-cash conside ash consideration. Ticker: UPM Mgmt	egate share issuance li ration; and * The comp The comp Policy Policy	nit any Shares Voted: 258,805 Vote

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Acknowledge Proper Convening of Meeting	Mgmt			
	Voting Policy Rationale: These are routine n	neeting formalities.			
5	Prepare and Approve List of Shareholders	Mgmt			
	Voting Policy Rationale: These are routine n	neeting formalities.			
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 the	ese proposals is warrar	nted because candidate Heni	rik Ehrnrooth is overboarded.	
14	Approve Remuneration of Auditors	Mgmt	For	For	For
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: 04/12/2023 Record Date: 04/05/2023 Primary Security ID: K9773J201 Country: Denmark Meeting Type: Annual Ticker: VWS

					Shares Voted: 337,859
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
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	For
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these pr board or its committees.	roposals is warranted	due to a lack of concern reg	parding the composition of the	
6.b	Reelect Bruce Grant as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these pr board or its committees.	roposals is warranted	due to a lack of concern reg	parding the composition of the	
6.c	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these pu board or its committees.	roposals is warranted	due to a lack of concern reg	parding the composition of the	
6.d	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranted	due to a lack of concern reg	parding the composition of the	
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these p board or its committees.	roposals is warranted	due to a lack of concern reg	parding the composition of the	
6.f	Reelect Kentaro Hosomi as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these problem to the second board or its committees.	roposals is warranted	due to a lack of concern reg	parding the composition of the	
6.g	Reelect Lena Olving as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these pr board or its committees.	roposals is warranted	due to a lack of concern reg	parding the composition of the	
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Vestas Wind Systems A/S

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

Atacadao SA

Meeting Date: 04/13/2023	Country: Brazil	Ticker: CRFB3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P0565P138		

					Shares Voted: 5,361,300
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed change; and * The change in share capital is the result of the issuance of shares to service the company's stock option plan, approved by the board within the authorized capital limit.				
2	Consolidate Bylaws	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ro proposed change; and * The change in sha option plan, approved by the board within t	, re capital is the result o	of the issuance of shares to s		

Atacadao SA

Meeting Date: 04/13/2023	Country: Brazil	Ticker: CRFB3
Record Date:	Meeting Type: Annual	
Primary Security ID: P0565P138		

					Shares Voted: 5,361,300	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these a are no independent auditor qualifications; audit procedures.					
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these a are no independent auditor qualifications; audit procedures.					
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	
4	Fix Number of Directors at 13	Mgmt	For	For	Against	

Atacadao SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Against		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.13 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
6	Elect Directors	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.						
7	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against		
	If Voting FOR on Item 8, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt					
8	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	For		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.13 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
9.1	Percentage of Votes to Be Assigned - Elect Alexandre Pierre Alain Bompard as Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.13 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
9.2	Percentage of Votes to Be Assigned - Elect Laurent Charles Rene Vallee as Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.13 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
9.3	Percentage of Votes to Be Assigned - Elect Elodie Vanessa Ziegler Perthuisot as Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, to for the election of directors under the terms remote voting card issued by the Brazilian So companies. ABSTAIN vote recommendations information, disclosed in a timely manner, re	of Article 141 of the E ecurities Regulator (Cl are warranted for Ite	Grazilian Corporate Law, in acco (M), and mandatory for all pub ms 5, 8, and 9.1-9.13 in the au	ordance with the rules of the blicly-traded Brazilian bsence of publicly-available			

Atacadao SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
9.4	Percentage of Votes to Be Assigned - Elect Matthieu Dominique Marie Malige as Director	Mgmt	None	Abstain	Abstain			
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendation. information, disclosed in a timely manner, m							
9.5	Percentage of Votes to Be Assigned - Elect Stephane Samuel Maquaire as Director	Mgmt	None	Abstain	Abstain			
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.13 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.							
9.6	Percentage of Votes to Be Assigned - Elect Claire Marie du Payrat as Director	Mgmt	None	Abstain	Abstain			
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.13 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.							
9.7	Percentage of Votes to Be Assigned - Elect Jerome Alexis Louis Nanty as Director	Mgmt	None	Abstain	Abstain			
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.13 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.							
9.8	Percentage of Votes to Be Assigned - Elect Patrice Phillipe Nogueira Baptista Etlin as Director	Mgmt	None	Abstain	Abstain			
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.13 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.							
9.9	Percentage of Votes to Be Assigned - Elect Abilio dos Santos Diniz as Director	Mgmt	None	Abstain	Abstain			
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.13 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.							
9.10	Percentage of Votes to Be Assigned - Elect Eduardo Pongracz Rossi as Director	Mgmt	None	Abstain	Abstain			
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendation. information. disclosed in a timely manner. r	of Article 141 of the B Securities Regulator (CV s are warranted for Iter	razilian Corporate Law, in acco M), and mandatory for all publ ns 5, 8, and 9.1-9.13 in the ab	rdance with the rules of the licly-traded Brazilian sence of publicly-available				

information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

Atacadao SA

Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.11	Percentage of Votes to Be Assigned - Elect Vania Maria Lima Neves as Independent Director	Mgmt	None	Abstain	For
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian So companies. ABSTAIN vote recommendations information, disclosed in a timely manner, re	of Article 141 of the l ecurities Regulator (C are warranted for Ite	Brazilian Corporate Law, in acc VM), and mandatory for all put ems 5, 8, and 9.1-9.13 in the a	ordance with the rules of the blicly-traded Brazilian bsence of publicly-available	
9.12	Percentage of Votes to Be Assigned - Elect Claudia Filipa Henriques de Almeida e Silva Matos Sequeira as Independent Director	Mgmt	None	Abstain	For
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian So companies. ABSTAIN vote recommendations information, disclosed in a timely manner, re	of Article 141 of the l ecurities Regulator (C are warranted for Ite	Brazilian Corporate Law, in acc VM), and mandatory for all put ems 5, 8, and 9.1-9.13 in the a	ordance with the rules of the blicly-traded Brazilian bsence of publicly-available	
9.13	Percentage of Votes to Be Assigned - Elect Alexandre Arie Szapiro as Independent Director	Mgmt	None	Abstain	For
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian Se companies. ABSTAIN vote recommendations information, disclosed in a timely manner, re	of Article 141 of the l ecurities Regulator (C are warranted for Ite	Brazilian Corporate Law, in acc VM), and mandatory for all put ems 5, 8, and 9.1-9.13 in the a	ordance with the rules of the blicly-traded Brazilian bsence of publicly-available	
10	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
11	Approve Classification of Vania Maria Lima Neves, Claudia Filipa Henriques de Almeida e Silva Matos Sequeira, and Alexandre Arie Szapiro as Independent Directors	Mgmt	For	For	For
12	Approve Remuneration of Company's Management	Mgmt	For	For	Against
13	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain

Beiersdorf AG

Meeting Date: 04/13/2023	Country: Germany	Ticker: BEI
Record Date: 03/22/2023	Meeting Type: Annual	
Primary Security ID: D08792109		

Beiersdorf AG

					Shares Voted: 13,781			
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 0.70 per Share	Mgmt	For	For	For			
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	oposals are warranted	as there is no evidence that	t the boards have not fulfilled				
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.							
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For			
6	Approve Remuneration Report	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * A 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.							
7.1	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR Uta Ken level of board independence. A vote FOR Be outstanding concerns.				the			
7.2	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR Uta Ken level of board independence. A vote FOR Be outstanding concerns.			· · ·	the			
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			

CIMB Group Holdings Berhad

Primary Security ID: Y1636J101	······································	
Record Date: 04/06/2023	Meeting Type: Annual	
Meeting Date: 04/13/2023	Country: Malaysia	Ticker: 1023

					Shares Voted: 1,749,400
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Mohd Nasir Ahmad as Director	Mgmt	For	For	For

CIMB Group Holdings Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted gi	iven the absence of any known i	issues concerning the			
2	Elect Didi Syafruddin Yahya as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted gi	iven the absence of any known i	issues concerning the			
3	Elect Shulamite N K Khoo as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted gi	iven the absence of any known i	issues concerning the			
4	Elect Ho Yuet Mee as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted gi	ven the absence of any known i	issues concerning the			
5	Approve Directors' Fees	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted.						
6	Approve Directors' Allowances and Benefits	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted.						
7	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For		
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For		
9	Approve Renewal of Issuance of New Shares Under the Distribution Reinvestment Scheme	Mgmt	For	For	For		
10	Approve Share Repurchase Program	Mgmt	For	For	For		

Fortum Oyj

Meeting Date: 04/13/2023	Country: Finland	Ticker: FORTUM
Record Date: 03/30/2023	Meeting Type: Annual	
Primary Security ID: X2978Z118		

					Shares Voted: 67,573	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Call the Meeting to Order	Mgmt				
	Voting Policy Rationale: These are routine	meeting formalities.				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
	Vating Policy Pationale: These are routine	monting formalities				

Voting Policy Rationale: These are routine meeting formalities.

Fortum Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
4	Acknowledge Proper Convening of Meeting	Mgmt				
	Voting Policy Rationale: These are routine n	neeting formalities.				_
5	Prepare and Approve List of Shareholders	Mgmt				_
	Voting Policy Rationale: These are routine n	neeting formalities.				
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 0.91 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 88,800 for Chair, EUR 63,300 for Deputy Chair and EUR 43,100 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	
12	Fix Number of Directors at Ten	Mgmt	For	For	For	
13	Reelect Ralf Christian, Luisa Delgado, Essimari Kairisto and Teppo Paavola as Directors; Elect Jonas Gustavsson, Marita Niemela, Mikael Silvennoinen, Maija Strandberg, Johan Soderstrom and Vesa-Pekka Takala as New Directors	Mgmt	For	For	For	
14	Approve Remuneration of Auditors	Mgmt	For	For	For	
15	Ratify Deloitte as Auditors	Mgmt	For	For	For	
16	Amend Articles Re: Notice of General Meeting; Virtual Participation; General Meeting	Mgmt	For	For	For	
17	Authorize Share Repurchase Program	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR this pro acceptable holding, volume, and duration lin	-	npany shares is warranted,	as the proposal includes		_
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR this pro acceptable holding, volume, and duration lin		npany shares is warranted,	as the proposal includes		_
19	Approve Charitable Donations	Mgmt	For	For	For	
20	Close Meeting	Mgmt				

Grupo Aeroportuario del Pacifico SAB de CV

Meeting Date: 04/13/2023
Record Date: 03/29/2023
Primary Security ID: P4959P100

Country: Mexico Meeting Type: Annual Ticker: GAPB

					Shares Voted: 13,600
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reports in Compliance with Article 28, Section IV of Mexican Securities Market Law	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ro 2022, and there are no independent auditor financial statements or audit procedures.				
2	Approve Discharge of Directors and Officers	Mgmt	For	For	For
3	Approve Individual and Consolidated Financial Statements and Approve External Auditors' Report on Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ro 2022, and there are no independent auditor financial statements or audit procedures.				
4	Approve Allocation of Income in the Amount of MXN 8.88 Billion	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these it 30-100 percent range of net income.	ems is warranted becau	ise the company's propos	ed payout falls within a reasona	ble
5	Approve Dividends of MXN 14.84 Per Share	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these it 30-100 percent range of net income.	ems is warranted becau	ise the company's propos	ed payout falls within a reasona	ble
6	Cancel Pending Amount of Share Repurchase Approved at General Meetings Held on April 22, 2022; Set Share Repurchase Maximum Amount of MXN 2.5 Billion	Mgmt	For	For	For
7	Information on Election or Ratification of Four Directors and Their Alternates of Series BB Shareholders	Mgmt			
8	Elect or Ratify Directors of Series B Shareholders that Hold 10 Percent of Share Capital	Mgmt			
9a-g	Ratify Carlos Cardenas Guzman, Angel Losada Moreno, Joaquin Vargas Guajardo, Juan Diez-Canedo Ruiz, Alvaro Fernandez Garza, Luis Tellez Kuenzler and Alejandra Palacios Prieto as Directors of Series B Shareholders	Mgmt	For	Against	For
10	Elect or Ratify Board Chairman	Mgmt	For	For	For
11	Approve Remuneration of Directors for Years 2022 and 2023	Mgmt	For	For	For

Grupo Aeroportuario del Pacifico SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
12	Elect or Ratify Director of Series B Shareholders and Member of Nominations and Compensation Committee	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST Alvaro Fernandez Garza is warranted because the director serves on more than three public boards and is the CEO of an outside company.					
13	Elect or Ratify Chairman of Audit and Corporate Practices Committee	Mgmt	For	For	For	
14	Present Report Regarding Individual or Accumulated Operations Greater Than USD 3 Million	Mgmt				
15	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	

Grupo Aeroportuario del Pacifico SAB de CV

Meeting Date: 04/13/2023	Country: Mexico	Ticker: GAPB
Record Date: 03/29/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P4959P100		

					Shares Voted: 13,600
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Cancellation of 7.02 Million Shares Held in Treasury	Mgmt	For	For	For
2	Amend Article 6 to Reflect Changes in Capital	Mgmt			
3	Add Article 29 Bis Re: Sustainability Committee	Mgmt	For	For	For
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

JA Solar Technology Co., Ltd.

Meeting Date: 04/13/2023	Country: China	Ticker: 002459
Record Date: 04/07/2023	Meeting Type: Annual	
Primary Security ID: Y7163W100		

					Shares Voted: 1,966,600	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Report of the Board of Directors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is m	erited for these routine res	olutions because no concer	rns have been identified.		
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	

Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.

JA Solar Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
3	Approve Financial Statements	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merit	ted for these routine re	esolutions because no concer	rns have been identified.			
4	Approve Profit Distribution and Capitalization of Capital Reserves	Mgmt	For	For	For		
5	Approve Annual Report and Summary	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merid	ted for these routine re	esolutions because no concer	rns have been identified.			
6	Approve Report on the Usage of Previously Raised Funds	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
7	Approve Repurchase and Cancellation of Performance Shares	Mgmt	For	For	For		
8	Approve Investment and Construction of the Company's Integrated Production Capacity	Mgmt	For	For	For		
9	Approve Change in Registered Capital	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merid	ted because no concer	ns have been identified.				
10	Approve Amendments to Articles of Association	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merit	ted because no concer	ns have been identified.				
11	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST is	warranted given the c	ompany has not specified the	e details and the provisions			

covered under the proposed amendments.

Alupar Investimento SA

Meeting Date: 04/17/2023	Country: Brazil	Ticker: ALUP11
Record Date:	Meeting Type: Annual	
Primary Security ID: POR676126		

					Shares Voted: 738,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Meeting for Holders of Units	Mgmt				
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For	
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	
3	Fix Number of Directors at Seven	Mgmt	For	For	For	

Alupar Investimento SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Against	
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendation information, disclosed in a timely manner, r	s of Article 141 of the E Securities Regulator (C s are warranted for Ite	Brazilian Corporate Law, in acco VM), and mandatory for all pub ems 4, 7, 8.1-8.7. in the absence	ordance with the rules of the blicly-traded Brazilian ce of publicly-available		
5	Elect Directors	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; * The proposed board lacks gender diversity; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.					
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against	
	If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt				
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	For	
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendation information, disclosed in a timely manner, r	s of Article 141 of the E Securities Regulator (C s are warranted for Ite	Brazilian Corporate Law, in acco VM), and mandatory for all pub ems 4, 7, 8.1-8.7. in the absence	ordance with the rules of the blicly-traded Brazilian ce of publicly-available	,	
8.1	Percentage of Votes to Be Assigned - Elect Jose Luiz de Godoy Pereira as Director and Ana Helena Godoy Pereira de Almeida Pires as Alternate	Mgmt	None	Abstain	Abstain	
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendation information, disclosed in a timely manner, r	s of Article 141 of the E Securities Regulator (C s are warranted for Ite	Brazilian Corporate Law, in acco VM), and mandatory for all pub ems 4, 7, 8.1-8.7. in the absence	ordance with the rules of the blicly-traded Brazilian ce of publicly-available	,	
8.2	Percentage of Votes to Be Assigned - Elect Paulo Roberto de Godoy Pereira as Director and Fernando Carvalho de Godoy Pereira as Alternate	Mgmt	None	Abstain	Abstain	
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S	s of Article 141 of the B	Brazilian Corporate Law, in acco	ordance with the rules of the		

remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, 8.1-8.7. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

Alupar Investimento SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
8.3	Percentage of Votes to Be Assigned - Elect Marcelo Tosto de Oliveira Carvalho as Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, to for the election of directors under the terms remote voting card issued by the Brazilian So companies. ABSTAIN vote recommendations information, disclosed in a timely manner, re	of Article 141 of the E ecurities Regulator (Cl are warranted for Ite	Brazilian Corporate Law, in acc (M), and mandatory for all pu ms 4, 7, 8.1-8.7. in the absen	cordance with the rules of the iblicly-traded Brazilian nce of publicly-available			
8.4	Percentage of Votes to Be Assigned - Elect Marcelo de Almeida Pires as Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian So companies. ABSTAIN vote recommendations information, disclosed in a timely manner, re	of Article 141 of the E ecurities Regulator (Cl are warranted for Ite	Brazilian Corporate Law, in acc /M), and mandatory for all pu ms 4, 7, 8.1-8.7. in the absen	cordance with the rules of the ublicly-traded Brazilian nce of publicly-available			
8.5	Percentage of Votes to Be Assigned - Elect Oswaldo Errerias Ortega as Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian So companies. ABSTAIN vote recommendations information, disclosed in a timely manner, re	of Article 141 of the E ecurities Regulator (Cl are warranted for Ite	Brazilian Corporate Law, in acc (M), and mandatory for all pu ms 4, 7, 8.1-8.7. in the absen	cordance with the rules of the ublicly-traded Brazilian nce of publicly-available			
8.6	Percentage of Votes to Be Assigned - Elect Rogerio Paulo Calderon Peres as Independent Director	Mgmt	None	Abstain	For		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 4, 7, 8.1-8.7. in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
8.7	Percentage of Votes to Be Assigned - Elect Humberto Falcao Martins as Independent Director	Mgmt	None	Abstain	For		
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian So companies. ABSTAIN vote recommendations information, disclosed in a timely manner, re	of Article 141 of the E ecurities Regulator (Cl are warranted for Ite	Brazilian Corporate Law, in acc (M), and mandatory for all pu ms 4, 7, 8.1-8.7. in the absen	cordance with the rules of the ublicly-traded Brazilian nce of publicly-available			
9	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain		
10	As a Preferred Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain		
11	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain		

Alupar Investimento SA

Meeting Date: 04/17/2023 Record Date:

Primary Security ID: P0R676126

Country: Brazil Meeting Type: Extraordinary Shareholders Ticker: ALUP11

					Shares Voted: 738,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	For	For	
2	Authorize Capitalization of Reserves for Bonus Issue	Mgmt	For	For	For	
3	Amend Corporate Purpose	Mgmt	For	For	For	
4	Amend Articles 3 and 5 and Consolidate Bylaws	Mgmt	For	For	For	

Centrais Eletricas Brasileiras SA

Meeting Date: 04/17/2023	Country: Brazil	Ticker: ELET6
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P22854106		

					Shares Voted: 12,964,217
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles and Consolidate Bylaws	Mgmt	For	For	For

Emaar Properties PJSC

Meeting Date: 04/17/2023	Country: United Arab Emirates	Ticker: EMAAR
Record Date: 04/14/2023	Meeting Type: Annual	
Primary Security ID: M4025S107		

					Shares Voted: 65,033,855
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Board Report on Company Operations and Its Financial Position for FY 2022	Mgmt	For	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2022	Mgmt	For	For	For
3	Accept Financial Statements and Statutory Reports for FY 2022	Mgmt	For	For	For
4	Approve Dividends of AED 0.25 per Share	Mgmt	For	For	For

Emaar Properties PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
5	Approve Remuneration of Directors	Mgmt	For	For	For	
6	Approve Discharge of Directors for FY 2022	Mgmt	For	For	For	
7	Approve Discharge of Auditors for FY 2023	Mgmt	For	For	For	
8	Appoint Auditors and Fix Their Remuneration for FY 2023	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company maintains its practice to pay non-audit fees exceeding 100 percent of standard audit-related fees.					
9	Allow Directors to Engage in Commercial Transactions with Competitors	Mgmt	For	For	For	

Moncler SpA

Meeting Date: 04/18/2023	Country: Italy	Ticker: MONC
Record Date: 04/05/2023	Meeting Type: Annual	
Primary Security ID: T6730E110		

					Shares Voted: 16,286
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: These items warrand allocation do not raise concerns. Regarding which will not allow shareholders to actively	tem 1.1, support is how	ever qualified due to the s	hareholder meeting format,	ome
1.2	Approve Allocation of Income	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant allocation do not raise concerns. Regarding a which will not allow shareholders to actively	tem 1.1, support is how	ever qualified due to the s	hareholder meeting format,	ome
2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
4.1.1	Slate 1 Submitted by Double R Srl	SH	None	For	For
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Double R Srl	Mgmt			

Moncler SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Internal Auditors' Remuneration	SH	None	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

ABN AMRO Bank NV

Meeting Date: 04/19/2023	Country: Netherlands	Ticker: ABN
Record Date: 03/22/2023	Meeting Type: Annual	
Primary Security ID: N0162C102		

					Shares Voted: 25,599
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			
	Voting Policy Rationale: No vote is required	for this item.			
2.b	Receive Announcements on Sustainability	Mgmt			
2.c	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
	Voting Policy Rationale: No vote is required	for this item.			
2.d	Receive Presentation of the Employee Council	Mgmt			
2.e	Discussion on Company's Corporate Governance Structure	Mgmt			
2.f	Approve Remuneration Report	Mgmt	For	For	For
2.g	Receive Presentation of the Auditor	Mgmt			
2.h	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b	Approve Dividends of EUR 0.67 Per Share	Mgmt	For	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra controversies that the management board a		,	-	ng
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra	anted because of the a	bsence of any information ab	out significant and compellir	ng

Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

5.a Receive Auditor's Report (Non-Voting) Mgmt

ABN AMRO Bank NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
5.b	Ratify Ernst & Young Accountants LLP (EY) as Auditors	Mgmt	For	For	For			
6.a	Discuss Supervisory Board Profile	Mgmt						
6.b	Announce Vacancies on the Board	Mgmt						
6.c	Opportunity to Make Recommendations	Mgmt						
6.d	Opportunity for Employees Council to Explain Their Position on the Proposed Nominations	Mgmt						
6.e.1	Reelect Michiel Lap to Supervisory Board	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates							
6.e.2	Elect Wouter Devriendt to Supervisory Board	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates							
7	Announce Intention to Appoint Ferdinand Vaandrager as Interim CFO and as Member of Executive Board	Mgmt						
8	Approve Cross-Border Merger of ABN AMRO and Banque Neuflize OBC	Mgmt	For	For	For			
9.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.							
9.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.							
9.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For			
10	Approve Cancellation of Shares	Mgmt	For	For	For			
11	Close Meeting	Mgmt						

British American Tobacco plc

Meeting Date: 04/19/2023	Country: United Kingdom	Ticker: BATS
Record Date: 04/17/2023	Meeting Type: Annual	
Primary Security ID: G1510J102		

					Shares Voted: 47,473
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
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			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as no	significant concerns have been identifie	ed.				
6	Re-elect Jack Bowles as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L							
7	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as no	significant concerns have been identifie	ed.				
8	Re-elect Kandy Anand as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as no	significant concerns have been identifie	ed.				
9	Re-elect Sue Farr as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as no	significant concerns have been identifie	ed.				
10	Re-elect Karen Guerra as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as no	significant concerns have been identifie	ed.				
11	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.							
12	Re-elect Dimitri Panayotopoulos as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as no	significant concerns have been identifie	ed.				
13	Re-elect Darrell Thomas as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as no	significant concerns have been identifie	ed.				
14	Elect Veronique Laury as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as no	significant concerns have been identifie	ed.				
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For			
16	Authorise Issue of Equity	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these r recommended limits.	esolutions is warranted bec	rause the proposed amounts and duration	ons are within				
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these r recommended limits.	esolutions is warranted bec	ause the proposed amounts and duration	ons are within				
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			

Globant SA

Meeting Date: 04/19/2023 Record Date: 03/14/2023 Primary Security ID: L44385109 Country: Luxembourg Meeting Type: Annual/Special Ticker: GLOB

					Shares Voted: 234,606
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Board's and Auditor's Reports	Mgmt			
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this item procedures used.	n is warranted due to a	lack of concern regarding t	he accounts presented or au	dit
3	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this item procedures used.	n is warranted due to a	lack of concern regarding t	he accounts presented or au	dit
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Remuneration of Directors	Mgmt	For	For	For
7	Appoint PricewaterhouseCoopers, Societe Cooperative as Auditor for Annual Accounts and EU IFRS Consolidated Accounts	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warran	nted because there are	e no concerns regarding this	proposal.	
3	Appoint Price Waterhouse & Co. S.R.L. as Auditor for IFRS Consolidated Accounts	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warran	nted because there are	e no concerns regarding this	proposal.	
I	Reelect Linda Rottenberg as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ele exceeding four years; * The candidates appe no known controversy concerning the candid	ear to possess the nece			is
10	Reelect Martin Umaran as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ele exceeding four years; * The candidates appe no known controversy concerning the candid	ear to possess the nece		-	is
11	Reelect Guibert Englebienne as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ele exceeding four years; * The candidates appe no known controversy concerning the candid	ear to possess the nece			is
	Extraordinary Meeting Agenda	Mgmt			
1	Increase Authorized Share Capital and Amend Articles of Association	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: 22,802
roposal umber	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
L.f	Approve Discharge of Executive Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra controversies that the management board a		,	-	g
l.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra controversies that the management board a				g
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
	Voting Policy Rationale: A vote FOR this pro volume and duration.	posal is warranted beca	ause it is in line with common	nly used safeguards regarding	g
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this pro volume and duration.	posal is warranted beca	ause it is in line with common	nly used safeguards regarding	g
3.a	Reelect M.R. de Carvalho to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these el exceeding four years; * The candidates app no known controversy concerning the candi	ear to possess the nece		-	is
3.b	Reelect R.L. Ripley to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these el exceeding four years; * The candidates app	ear to possess the nece			is
	no known controversy concerning the candi				

exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
3.d	Elect L.J. Hijmans van den Bergh to Supervisory Board	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates					
4	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For	

Lojas Renner SA

Meeting Date: 04/20/2023	Country: Brazil	Ticker: LREN3
Record Date:	Meeting Type: Annual	
Primary Security ID: P6332C102		

					Shares Voted: 31,439,900		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For		
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For		
3	Fix Number of Directors at Eight	Mgmt	For	For	For		
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain		
	for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cu concerns regarding the proposed nominees, board seats), support FOR the equal distribu of the 88 percent level of independence (Ite	ecurities Regulator (C s are warranted for Ite imulative voting reque and in the absence o ition of votes among t	VM), and mandatory for all pub em 4 in the absence of publicly est presented by shareholders. f competing nominees (greater	blicly-traded Brazilian (-available information, In light of the lack of know r number of candidates tha	n n		
5.1	Elect Jose Gallo as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.						
5.2	Elect Osvaldo Burgos Schirmer as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.						
5.3	Elect Carlos Fernando Couto de Oliveira Souto as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these d of independent members.	irectors is warranted g	iven that the proposed board o	contains a reasonable num	ber		
5.4	Elect Fabio de Barros Pinheiro as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these d	irectors is warranted g	iven that the proposed board o	contains a reasonable num	ber		

of independent members.

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
5.5	Elect Thomas Bier Herrmann as Independent Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these dia of independent members.	rectors is warranted g	iven that the proposed board	d contains a reasonable numb	er			
5.6	Elect Juliana Rozembaum Munemori as Independent Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these di of independent members.	rectors is warranted g	iven that the proposed board	d contains a reasonable numb	er			
5.7	Elect Christiane Almeida Edington as Independent Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these di of independent members.	rectors is warranted g	iven that the proposed board	d contains a reasonable numb	er			
5.8	Elect Jean Pierre Zarouk as Independent Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.							
	If Voting FOR on Item 6, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt						
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	For	For			
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Item 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. In light of the lack of known concerns regarding the proposed nominees, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 88 percent level of independence (Items 6 and 7.1-7.8).							
7.1	Percentage of Votes to Be Assigned - Elect Jose Gallo as Director	Mgmt	None	For	For			
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Item 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. In light of the lack of known concerns regarding the proposed nominees, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 88 percent level of independence (Items 6 and 7.1-7.8).							
7.2	Percentage of Votes to Be Assigned - Elect Osvaldo Burgos Schirmer as Independent Director	Mgmt	None	For	For			
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Item 4 in the absence of publicly-available information,							

companies. ABSTAIN vote recommendations are warranted for Item 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. In light of the lack of known concerns regarding the proposed nominees, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 88 percent level of independence (Items 6 and 7.1-7.8).

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Percentage of Votes to Be Assigned - Elect Carlos Fernando Couto de Oliveira Souto as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendation disclosed in a timely manner, regarding a cu concerns regarding the proposed nominees, board seats), support FOR the equal distribu of the 88 percent level of independence (Ite	s of Article 141 of the L Gecurities Regulator (C s are warranted for Ite umulative voting reque , and in the absence o ution of votes among t	Brazilian Corporate Law, in acc VM), and mandatory for all pu em 4 in the absence of publicl est presented by shareholders f competing nominees (greate	cordance with the rules of the ublicly-traded Brazilian ly-available information, 5. In light of the lack of known er number of candidates than	
7.4	Percentage of Votes to Be Assigned - Elect Fabio de Barros Pinheiro as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendation disclosed in a timely manner, regarding a cu concerns regarding the proposed nominees, board seats), support FOR the equal distribu of the 88 percent level of independence (Ite	s of Article 141 of the L Securities Regulator (C s are warranted for Ite umulative voting reque , and in the absence o ution of votes among to	Brazilian Corporate Law, in acc VM), and mandatory for all pu em 4 in the absence of publicl est presented by shareholders f competing nominees (greate	cordance with the rules of the ublicly-traded Brazilian ly-available information, 5. In light of the lack of known er number of candidates than	
7.5	Percentage of Votes to Be Assigned - Elect Thomas Bier Herrmann as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendation disclosed in a timely manner, regarding a cu concerns regarding the proposed nominees, board seats), support FOR the equal distribu of the 88 percent level of independence (Ite	s of Article 141 of the L Securities Regulator (C s are warranted for Ite umulative voting reque , and in the absence o ution of votes among t	Brazilian Corporate Law, in acc VM), and mandatory for all pu em 4 in the absence of publicl est presented by shareholders f competing nominees (greate	cordance with the rules of the ublicly-traded Brazilian ly-available information, 5. In light of the lack of known er number of candidates than	
7.6	Percentage of Votes to Be Assigned - Elect Juliana Rozembaum Munemori as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendation disclosed in a timely manner, regarding a cu concerns regarding the proposed nominees, board seats), support FOR the equal distribu of the 88 percent level of independence (Ite	s of Article 141 of the L Gecurities Regulator (C s are warranted for Ite umulative voting reque , and in the absence o ution of votes among to	Brazilian Corporate Law, in acc VM), and mandatory for all pu em 4 in the absence of publicl est presented by shareholders f competing nominees (greate	cordance with the rules of the ublicly-traded Brazilian ly-available information, 5. In light of the lack of known er number of candidates than	
7.7	Percentage of Votes to Be Assigned - Elect Christiane Almeida Edington as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendation disclosed in a timely manner, regarding a co concerns regarding the proposed pominees	s of Article 141 of the l Gecurities Regulator (C s are warranted for Ite umulative voting reque	Brazilian Corporate Law, in acc VM), and mandatory for all pu em 4 in the absence of public est presented by shareholders	cordance with the rules of the ublicly-traded Brazilian ly-available information, . In light of the lack of known	•

concerns regarding the proposed nominees, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 88 percent level of independence (Items 6 and 7.1-7.8).

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
7.8	Percentage of Votes to Be Assigned - Elect Jean Pierre Zarouk as Independent Director	Mgmt	None	For	For		
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendation. disclosed in a timely manner, regarding a cu concerns regarding the proposed nominees, board seats), support FOR the equal distribu of the 88 percent level of independence (Ite	s of Article 141 of the Securities Regulator (C s are warranted for Its umulative voting reque , and in the absence c ution of votes among	Brazilian Corporate Law, in acco VM), and mandatory for all pub em 4 in the absence of publicly- est presented by shareholders. A f competing nominees (greater	ordance with the rules of th olicly-traded Brazilian -available information, In light of the lack of known number of candidates thar	e 1		
8	Approve Remuneration of Company's Management	Mgmt	For	For	For		
9	Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For		
10.1	Elect Joarez Jose Piccinini as Fiscal Council Member and Roberto Zeller Branchi as Alternate	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this iter information of the nominees; and * There a		, , ,	5 1			
10.2	Elect Roberto Frota Decourt as Fiscal Council Member and Vanderlei Dominguez da Rosa as Alternate	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this item is warranted because: * The company has provided the detailed biographical information of the nominees; and * There are no known problems regarding the board or fiscal council.						
10.3	Elect Robson Rocha as Fiscal Council Member and Jose Avelar Matias Lopes as Alternate	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this iter information of the nominees; and * There a						
11	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	For		

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 04/20/2023	Country: France	Ticker: MC
Record Date: 04/18/2023	Meeting Type: Annual/Special	
Primary Security ID: F58485115		

					Shares Voted: 838		
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		
	Voting Policy Rationale: Votes FOR the ap and lack of concerns.	proval of the annual acco	annual accounts are warranted due to the unqualified auditors' opinion				
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR the approval of the appual accounts are warranted due to the unqualified auditors' opinion						

Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
	Voting Policy Rationale: A vote AGAINST is v transaction with Agache, important sharehol agreement is in shareholders' interests.				o the
5	Reelect Delphine Arnault as Director	Mgmt	For	Against	For
	Voting Policy Rationale: * Votes AGAINST th independence at the board level (including a government representatives, employee repre- percent recommended) (Items 5-7). * Votes 7) but are not without concerns considering party transactions for the member of audit c member of the remuneration committee to b in excess of recommended guidelines for no an investment company (Wendel) that has a election warrants a CONTENTIOUS FOR (Ite	Ill board members: 31 esentatives, and empir FOR the (re)election the recurring high dis committee to be reelec be reelected (item 9). n-executive directors. a significant stake in a	1.3 percent vs 33.3 percent re loyee shareholder representat s of these independent nomin sents (>50% of the free floa cted (item 8) and the executi * The number of outside ma However, given that the ove	ecommended; excluding tives (if any): 35.7 percent v. nees are warranted (Items 6 tt votes) on both the related ive remunerations for the ndates held by Laurent Mign rboarded mandate comes fro	s 50 and on is om
6	Reelect Antonio Belloni as Director	Mgmt	For	Against	For
	Voting Policy Rationale: * Votes AGAINST th independence at the board level (including a government representatives, employee repre- percent recommended) (Items 5-7). * Votes 7) but are not without concerns considering party transactions for the member of audit c member of the remuneration committee to b in excess of recommended guidelines for no an investment company (Wendel) that has a election warrants a CONTENTIOUS FOR (Item	Ill board members: 31 esentatives, and empir FOR the (re)election the recurring high dis committee to be reelec be reelected (item 9). n-executive directors. a significant stake in a	1.3 percent vs 33.3 percent re loyee shareholder representat s of these independent nomin sents (>50% of the free floa cted (item 8) and the executi * The number of outside ma However, given that the ove	ecommended; excluding tives (if any): 35.7 percent v. nees are warranted (Items 6 tt votes) on both the related ive remunerations for the ndates held by Laurent Mign rboarded mandate comes fro	s 50 and on is om
7	Reelect Marie-Josee Kravis as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: * Votes AGAINST the independence at the board level (including a government representatives, employee repre- percent recommended) (Items 5-7). * Votes 7) but are not without concerns considering party transactions for the member of audit of member of the remuneration committee to b in excess of recommended guidelines for non an investment company (Wendel) that has a election warrants a CONTENTIOUS FOR (Itee	Ill board members: 31 esentatives, and empir FOR the (re)election the recurring high dis committee to be reelec be reelected (item 9). n-executive directors. a significant stake in a	1.3 percent vs 33.3 percent re loyee shareholder represental s of these independent nomin sents (>50% of the free floa cted (item 8) and the executi * The number of outside ma However, given that the ove	ecommended; excluding tives (if any): 35.7 percent v. nees are warranted (Items 6 tt votes) on both the related ive remunerations for the ndates held by Laurent Mign rboarded mandate comes fro	s 50 and on is om
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For	For
	Voting Policy Rationale: * Votes AGAINST th independence at the board level (including a government representatives, employee representatives) = 1, * Votes	all board members: 31 esentatives, and empl	1.3 percent vs 33.3 percent re loyee shareholder representat	ecommended; excluding tives (if any): 35.7 percent v	s 50

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 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).

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
9	Reelect Natacha Valla as Director	Mgmt	For	For	For			
	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).							
10	Elect Laurent Mignon as Director	Mgmt	For	For	For			
	Voting Policy Rationale: * Votes AGAINST independence at the board level (including government representatives, employee re- percent recommended) (Items 5-7). * Vot 7) but are not without concerns considerin party transactions for the member of aud member of the remuneration committee to in excess of recommended guidelines for an investment company (Wendel) that has election warrants a CONTENTIOUS FOR (g all board members: 31. presentatives, and emplo tes FOR the (re)elections ng the recurring high diss it committee to be reelect o be reelected (item 9). non-executive directors. s a significant stake in ar	3 percent vs 33.3 percent re pyee shareholder representat of these independent nomin sents (>50% of the free float ted (item 8) and the executiv * The number of outside mai However, given that the over	commended; excluding vives (if any): 35.7 percent vs vees are warranted (Items 6 a t votes) on both the related ve remunerations for the ndates held by Laurent Migno rboarded mandate comes froi	50 nd n is n			
11	Renew Appointment of Lord Powell of Bayswater as Censor Voting Policy Rationale: Votes AGAINST th	Mgmt hese items are warranted	For because the company has for	Against ailed to provide an adequate	Abstain			
	rationale on the proposed nominations.							
12	Appoint Diego Della Valle as Censor	Mgmt	For	Against	Abstain			
	Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.							
13	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against			
	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. *							
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Abstain			
	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.							
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Abstain			
	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.							
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For			
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against			

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.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
18	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against		
	Voting Policy Rationale: Votes AGAINST the targets or payout scales for the annual bond are not disclosed; • Post-mandate vesting o deemed too broad; and • The cap on the ex	is; • The nature of the f LTI grant is not explic	LTIP criteria, the vesting scal itly excluded; • The derogation	les and the performance peri			
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		
	respect the recommended guidelines for iss authorizations under Items 23-26 are warra	uances with and withou nted because they do i	· / · · · · · · · · · · · · · · · · · ·	<i>Votes AGAINST the</i> 10-percent guidelines for	25		
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		
	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. * * * *						
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		
	respect the recommended guidelines for iss authorizations under Items 23-26 are warra	uances with and withou nted because they do i		<i>Yotes AGAINST the 10-percent guidelines for</i>	25		
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against		
	respect the recommended guidelines for iss authorizations under Items 23-26 are warra	uances with and withou nted because they do i		<i>fotes AGAINST the 10-percent guidelines for</i>	25		

shareholder dilution.

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		
	respect the recommended guidelines for iss authorizations under Items 23-26 are warra	suances with and withc anted because they do		otes AGAINST the 10-percent guidelines for	25		
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For		
	respect the recommended guidelines for iss authorizations under Items 23-26 are warra	suances with and withc anted because they do		otes AGAINST the 10-percent guidelines for	25		
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		
	Voting Policy Rationale: *Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumesrespect the recommended guidelines for issuances with and without preemptive rights. *Votes AGAINST theauthorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines forissuances without preemptive rights. *A vote FOR the total limit proposed under Item 30 is warranted as it limitsshareholder dilution.						

Nestle SA

Meeting Date: 04/20/2023	Country: Switzerland	Ticker: NESN
Record Date:	Meeting Type: Annual	
Primary Security ID: H57312649		

				Shares Voted: 10,302	
Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	
Approve Remuneration Report	Mgmt	For	For	For	
Approve Discharge of Board and Senior Management	Mgmt	For	For	For	
Approve Allocation of Income and Dividends of CHF 2.95 per Share	Mgmt	For	For	For	
Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For	
	Accept Financial Statements and Statutory Reports Approve Remuneration Report Approve Discharge of Board and Senior Management Approve Allocation of Income and Dividends of CHF 2.95 per Share Reelect Paul Bulcke as Director and	Accept Financial Statements and Statutory ReportsMgmtApprove Remuneration ReportMgmtApprove Discharge of Board and Senior ManagementMgmtApprove Allocation of Income and Dividends of CHF 2.95 per ShareMgmtReelect Paul Bulcke as Director andMgmt	Proposal TextProponentRecAccept Financial Statements and Statutory ReportsMgmtForApprove Remuneration ReportMgmtForApprove Discharge of Board and Senior ManagementMgmtForApprove Allocation of Income and Dividends of CHF 2.95 per ShareMgmtForReelect Paul Bulcke as Director andMgmtFor	Proposal TextProponentMgmt RecPolicy RecAccept Financial Statements and Statutory ReportsMgmtForForApprove Remuneration ReportMgmtForForApprove Discharge of Board and Senior ManagementMgmtForForApprove Allocation of Income and Dividends of CHF 2.95 per ShareMgmtForForReelect Paul Bulcke as Director andMgmtForFor	Proposal TextProponentMgmt RecVoting Policy RecVote InstructionAccept Financial Statements and Statutory ReportsMgmtForForForApprove Remuneration ReportMgmtForForForApprove Discharge of Board and Senior ManagementMgmtForForForApprove Allocation of Income and Dividends of CHF 2.95 per ShareMgmtForForForReelect Paul Bulcke as Director andMgmtForForForFor

Voting Policy Rationale: Votes FOR the proposed nominees are warranted.

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	nosed nominees are warra	anted.					
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	nosed nominees are warra	anted.					
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	nosed nominees are warra	anted.					
4.1.e	Reelect Pablo Isla as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	nosed nominees are warra	anted.					
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	anted.					
4.1.g	Reelect Kimberly Ross as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	anted.					
4.1.h	Reelect Dick Boer as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	anted.					
4.1.i	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	anted.					
4.1.j	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the proposed nominees are warranted.							
4.1.k	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	anted.					
4.1.l	Reelect Chris Leong as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	anted.					
4.1.m	Reelect Luca Maestri as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	anted.					
4.2.1	Elect Rainer Blair as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	anted.					
4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	anted.					
4.3.1	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	posed nominees are warra	anted.					
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	nosed nominees are warra	anted.					
4.3.3	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	anted.					

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the prop	posed nominees are war	ranted.			
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	

Nordic Semiconductor ASA

Meeting Date: 04/20/2023	Country: Norway	Ticker: NOD
Record Date: 04/19/2023	Meeting Type: Annual	
Primary Security ID: R4988P103		

					Shares Voted: 0	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
	Voting Policy Rationale: These are routine n	neeting formalities.				_
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	
	Voting Policy Rationale: These are routine n	neeting formalities.				
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote	
	Voting Policy Rationale: These are routine r	neeting formalities.				_
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	Do Not Vote	
5	Approve Company's Corporate Governance Statement	Mgmt				
6	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	

Nordic Semiconductor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
7a	Approve Creation of NOK 192,000 Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote		
	Voting Policy Rationale: A vote FOR these is: not excessive.	suance authorizations	is warranted because the poter	ntial share capital increase i	is		
7b	Approve Issuance of Convertible Loans without Preemptive Rights	Mgmt	For	For	Do Not Vote		
	Voting Policy Rationale: A vote FOR these is: not excessive.	suance authorizations	is warranted because the poter	ntial share capital increase i	is		
8a	Reelect Birger Kristian Steen as Board Chairman	Mgmt	For	For	Do Not Vote		
8b	Reelect Inger Berg Orstavik as Director	Mgmt	For	For	Do Not Vote		
	Voting Policy Rationale: A vote FOR candidat Anderskouv, and Snorre Kjesbu is warranted A vote AGAINST Item 8.d is warranted becau	due to a lack of cond	cern regarding the suitability of t		ar.		
8c	Reelect Anita Huun as Director	Mgmt	For	For	Do Not Vote		
	Voting Policy Rationale: A vote FOR candidates Birger Steen, Anita Huun, Inger Berg Oerstavik, Annastiina Hintsa, Niels Anderskouv, and Snorre Kjesbu is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 8.d is warranted because candidate Jan Frykhammar is overboarded.						
8d	Reelect Jan Frykhammar as Director	Mgmt	For	Against	Do Not Vote		
	Voting Policy Rationale: A vote FOR candidates Birger Steen, Anita Huun, Inger Berg Oerstavik, Annastiina Hintsa, Niels Anderskouv, and Snorre Kjesbu is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 8.d is warranted because candidate Jan Frykhammar is overboarded.						
8e	Elect Snorre Kjesbu as Director	Mgmt	For	For	Do Not Vote		
	Voting Policy Rationale: A vote FOR candidates Birger Steen, Anita Huun, Inger Berg Oerstavik, Annastiina Hintsa, Niels Anderskouv, and Snorre Kjesbu is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 8.d is warranted because candidate Jan Frykhammar is overboarded.						
8f	Elect Niels Anderskouv as Director	Mgmt	For	For	Do Not Vote		
	Voting Policy Rationale: A vote FOR candidates Birger Steen, Anita Huun, Inger Berg Oerstavik, Annastiina Hintsa, Niels Anderskouv, and Snorre Kjesbu is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 8.d is warranted because candidate Jan Frykhammar is overboarded.						
8g	Reelect Annastiina Hintsa as Director	Mgmt	For	For	Do Not Vote		
	Voting Policy Rationale: A vote FOR candidates Birger Steen, Anita Huun, Inger Berg Oerstavik, Annastiina Hintsa, Niels Anderskouv, and Snorre Kjesbu is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 8.d is warranted because candidate Jan Frykhammar is overboarded.						
9a	Reelect Viggo Leisner as Nominating Committee Chairman	Mgmt	For	For	Do Not Vote		
	Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.						
9b	Reelect Eivind Lotsberg as Members of Nominating Committee	Mgmt	For	For	Do Not Vote		
	Voting Policy Rationale: A vote FOR these its committee.	ems is warranted, bec	ause of a lack of controversy re	garding the nominating			
9с	Reelect Fredrik Thoresen as Members of Nominating Committee	Mgmt	For	For	Do Not Vote		
	Voting Policy Rationale: A vote FOR these its	ems is warranted, bec	ause of a lack of controversy re	garding the nominating			

committee.

Nordic Semiconductor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
10a	Approve Remuneration of Directors	Mgmt	For	Against	Do Not Vote	
	Voting Policy Rationale: A vote AGAINST ite relation to comparable domestic peers. A vo considered uncontroversial.				in	
10b	Approve Remuneration of Nominating Committee	Mgmt	For	For	Do Not Vote	
	Voting Policy Rationale: A vote AGAINST ite relation to comparable domestic peers. A vo considered uncontroversial.				in	-
10c	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote	
12.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	
12.2	Approve Long-Term Incentive Plan	Mgmt	For	For	Do Not Vote	

Owens Corning

Meeting Date: 04/20/2023	Country: USA	Ticker: OC
Record Date: 02/21/2023	Meeting Type: Annual	
Primary Security ID: 690742101		

					Shares Voted: 27,123		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1a	Elect Director Brian D. Chambers	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the a	irector nominees is warra	anted.				
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
1c	Elect Director Adrienne D. Elsner	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the a	irector nominees is warra	anted.				
1d	Elect Director Alfred E. Festa	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the a	irector nominees is warra	anted.				
1e	Elect Director Edward F. Lonergan	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the a	irector nominees is warra	anted.				
1f	Elect Director Maryann T. Mannen	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the a	irector nominees is warra	anted.				
1g	Elect Director Paul E. Martin	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the o	lirector nominees is warra	anted				

Voting Policy Rationale: A vote FOR the director nominees is warranted.

Owens Corning

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director W. Howard Morris	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is warranted.			
1i	Elect Director Suzanne P. Nimocks	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is warranted.			
1j	Elect Director John D. Williams	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the direct	or nominees is warranted.			
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
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	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
7	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For

Grupo Aeroportuario del Centro Norte SAB de CV

Meeting Date: 04/21/2023	Country: Mexico	Ticker: OMAB
Record Date: 04/13/2023	Meeting Type: Annual	
Primary Security ID: P49530101		

					Shares Voted: 683,600	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Present Board of Directors' Reports in Compliance with Article 28, Section IV (D and E) of Stock Market Law	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these ro 2022, and there are no independent auditor financial statements or audit procedures.					
2	Present CEO and External Auditor Report in Compliance with Article 28, Section IV (B) of Stock Market Law	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these ro 2022, and there are no independent auditor financial statements or audit procedures.					
3	Present Board of Directors' Reports in Accordance with Article 28, Section IV (A and C) of Stock Market Law Including Tax Report	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these ro 2022, and there are no independent auditor					

financial statements or audit procedures.

Grupo Aeroportuario del Centro Norte SAB de CV

Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Allocation of Income, Reserve Increase, Set Aggregate Nominal Amount of Share Repurchase and Dividends of MXN 2.3 Billion	Mgmt	For	For	For
5	Information on Election or Ratification of Three Directors and Their Alternates of Series BB Shareholders	Mgmt			
	Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee two independent members, meeting the gro	s; and * The proposed	d board is at least one-third ind		
6.a	Ratify and Elect Eric Delobel as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
	Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee two independent members, meeting the gro	s; and * The proposed	d board is at least one-third ind		
6.b	Ratify and Elect Pierre-Hugues Schmit as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
	Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee two independent members, meeting the gro	s; and * The proposed	d board is at least one-third ind		
6.c	Ratify and Elect Emmanuelle Huon as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
6.c	Director of Series B Shareholders; Verify Independence Classification of	ng item. A vote FOR ti s; and * The proposed	he remaining items is warrante d board is at least one-third inc	d because: * The compan,	y has
6.c 6.d	Director of Series B Shareholders; Verify Independence Classification of Director Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee	ng item. A vote FOR ti s; and * The proposed	he remaining items is warrante d board is at least one-third inc	d because: * The compan,	y has
	Director of Series B Shareholders; Verify Independence Classification of Director <i>Voting Policy Rationale: Item 5 is a non-votii</i> <i>disclosed the names of the director nominee</i> <i>two independent members, meeting the gro</i> Ratify and Elect Ricardo Maldonado Yanez as Director of Series B Shareholders; Verify Independence	ng item. A vote FOR ti is; and * The proposed wing expectations of i Mgmt ng item. A vote FOR ti is; and * The proposed	he remaining items is warrante d board is at least one-third ind nstitutional shareholders. For he remaining items is warrante d board is at least one-third ind	ed because: * The compan, dependent and contains at For ed because: * The compan,	y has least For y has
	Director of Series B Shareholders; Verify Independence Classification of Director <i>Voting Policy Rationale: Item 5 is a non-votii</i> <i>disclosed the names of the director nominee</i> <i>two independent members, meeting the gro</i> Ratify and Elect Ricardo Maldonado Yanez as Director of Series B Shareholders; Verify Independence Classification of Director <i>Voting Policy Rationale: Item 5 is a non-votii</i> <i>disclosed the names of the director nominee</i>	ng item. A vote FOR ti is; and * The proposed wing expectations of i Mgmt ng item. A vote FOR ti is; and * The proposed	he remaining items is warrante d board is at least one-third ind nstitutional shareholders. For he remaining items is warrante d board is at least one-third ind	ed because: * The compan, dependent and contains at For ed because: * The compan,	y has least For y has
6.d	Director of Series B Shareholders; Verify Independence Classification of Director <i>Voting Policy Rationale: Item 5 is a non-votii</i> <i>disclosed the names of the director nominee</i> <i>two independent members, meeting the gro</i> Ratify and Elect Ricardo Maldonado Yanez as Director of Series B Shareholders; Verify Independence Classification of Director <i>Voting Policy Rationale: Item 5 is a non-votii</i> <i>disclosed the names of the director nominee</i> <i>two independent members, meeting the gro</i> Ratify and Elect Alejandro Ortega Aguayo as Director of Series B Shareholders; Verify Independence	ng item. A vote FOR ti is; and * The proposed wing expectations of it Mgmt ng item. A vote FOR ti s; and * The proposed wing expectations of it Mgmt ng item. A vote FOR ti is; and * The proposed	he remaining items is warranted d board is at least one-third ind nstitutional shareholders. For he remaining items is warranted d board is at least one-third ind nstitutional shareholders. For he remaining items is warranted d board is at least one-third ind	ed because: * The compan, dependent and contains at For ed because: * The compan, dependent and contains at For ad because: * The compan,	y has least For y has least For y has

disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.

Grupo Aeroportuario del Centro Norte SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.g	Ratify and Elect Martin Werner Wainfeld as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
	Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee two independent members, meeting the gro	es; and * The proposed	board is at least one-third inc		
6.h	Ratify and Elect Luis Ignacio Solorzano Aizpuru as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
	Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee two independent members, meeting the gro	es; and * The proposed	board is at least one-third ind		
7.a	Ratify and/or Elect Nicolas NOTEBAERT as Board Chairman	Mgmt	For	For	For
	Voting Policy Rationale: Item 5 is a non-votr disclosed the names of the director nominee two independent members, meeting the gro	es; and * The proposed	board is at least one-third inc		
7.b	Ratify and/or Elect Adriana Diaz Galindo as Secretary (Non-Member) of	Mgmt	For	For	For
	Board				
	Board Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee two independent members, meeting the gro	es; and * The proposed	board is at least one-third ind		
8	Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee	es; and * The proposed	board is at least one-third ind		
8 9.a	Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee two independent members, meeting the gro	es; and * The proposed wing expectations of ir	board is at least one-third ind stitutional shareholders.	dependent and contains at	least
	Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee two independent members, meeting the gro Approve Remuneration of Directors Ratify and/or Elect Alejandro Ortega Aguayo as Chairman of Audit	s; and * The proposed wing expectations of ir Mgmt Mgmt ing item. A vote FOR th s; and * The proposed	board is at least one-third ind stitutional shareholders. For For e remaining items is warrante board is at least one-third ind	dependent and contains at For For d because: * The compan	<i>least</i> For For <i>y has</i>
	Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee two independent members, meeting the gro Approve Remuneration of Directors Ratify and/or Elect Alejandro Ortega Aguayo as Chairman of Audit Committee Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee	s; and * The proposed wing expectations of ir Mgmt Mgmt ing item. A vote FOR th s; and * The proposed	board is at least one-third ind stitutional shareholders. For For e remaining items is warrante board is at least one-third ind	dependent and contains at For For d because: * The compan	<i>least</i> For For <i>y has</i>
9.a	Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee two independent members, meeting the gro Approve Remuneration of Directors Ratify and/or Elect Alejandro Ortega Aguayo as Chairman of Audit Committee Voting Policy Rationale: Item 5 is a non-voti disclosed the names of the director nominee two independent members, meeting the gro Ratify and/or Elect Ricardo Maldonado as Chairman of Committee of Corporate Practices, Finance, Planning	es; and * The proposed wing expectations of ir Mgmt Mgmt ing item. A vote FOR th es; and * The proposed wing expectations of ir Mgmt ing item. A vote FOR th es; and * The proposed	board is at least one-third ind stitutional shareholders. For For board is at least one-third ind stitutional shareholders. For e remaining items is warrante board is at least one-third ind	dependent and contains at For For d because: * The compan dependent and contains at For d because: * The compan	least For For v has least For v has

Grupo Financiero Banorte SAB de CV

Meeting Date: 04/21/2023	Country: Mexico	Ticker: GFNORTEO
Record Date: 04/10/2023	Meeting Type: Annual	
Primary Security ID: P49501201		

Proposal Number 1.a

1.b

1.c

1.d

1.e

2 3

4.a1

4.a2

4.a3

				Shares Voted: 20,318,700
Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
Approve CEO's Report on Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items . there are no independent auditor qualificat statements or audit procedures. Item 3 is	ions; and * There are			
Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items . there are no independent auditor qualificat statements or audit procedures. Item 3 is	ions; and * There are			
Approve Board's Report on Operations and Activities Undertaken by Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items . there are no independent auditor qualificat statements or audit procedures. Item 3 is	ions; and * There are			
Approve Report on Activities of Audit and Corporate Practices Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items . there are no independent auditor qualificat statements or audit procedures. Item 3 is	ions; and * There are			
Approve All Operations Carried out by Company and Ratify Actions Carried out by Board, CEO and Audit and Corporate Practices Committee	Mgmt	For	For	For
Approve Allocation of Income	Mgmt	For	For	For
Receive Auditor's Report on Tax Position of Company	Mgmt			
Voting Policy Rationale: A vote FOR Items . there are no independent auditor qualificat statements or audit procedures. Item 3 is	ions; and * There are			
Elect Carlos Hank Gonzalez as Board Chairman	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these i nominees; and * The proposed board is at meeting the growing expectations of institu	least one-third indepe	, ,		tor
Elect Juan Antonio Gonzalez Moreno as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these i				tor
nominees; and * The proposed board is at meeting the growing expectations of institu	tional shareholders.			

Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.a4	Elect Jose Marcos Ramirez Miguel as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these its nominees; and * The proposed board is at l meeting the growing expectations of institut	east one-third independe			tor
4.a5	Elect Carlos de la Isla Corry as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these its nominees; and * The proposed board is at k meeting the growing expectations of institut	east one-third independe			tor
4.a6	Elect Everardo Elizondo Almaguer as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third independe			tor
4.a7	Elect Alicia Alejandra Lebrija Hirschfeld as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these its nominees; and * The proposed board is at l meeting the growing expectations of institut	east one-third independe			tor
4.a8	Elect Clemente Ismael Reyes Retana Valdes as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these it nominees; and * The proposed board is at l meeting the growing expectations of institut	east one-third independe			tor
4.a9	Elect Mariana Banos Reynaud as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these its nominees; and * The proposed board is at la meeting the growing expectations of institut	east one-third independe			tor
4.a10	Elect Federico Carlos Fernandez Senderos as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these its nominees; and * The proposed board is at l meeting the growing expectations of institut	east one-third independe			tor
4.a11	Elect David Penaloza Alanis as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these its nominees; and * The proposed board is at l meeting the growing expectations of institut	east one-third independe			tor
4.a12	Elect Jose Antonio Chedraui Eguia as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these its				tor
	nominees; and * The proposed board is at le meeting the growing expectations of institut				

nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.a14	Elect Thomas Stanley Heather Rodriguez as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR thes nominees; and * The proposed board is meeting the growing expectations of inst	at least one-third indepen			tor
4.a15	Elect Graciela Gonzalez Moreno as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR thes nominees; and * The proposed board is meeting the growing expectations of inst	at least one-third indepen			tor
4.a16	Elect Juan Antonio Gonzalez Marcos as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR thes nominees; and * The proposed board is meeting the growing expectations of inst	at least one-third indepen			tor
4.a17	Elect Alberto Halabe Hamui as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR thes nominees; and * The proposed board is meeting the growing expectations of inst	at least one-third indepen			tor
4.a18	Elect Gerardo Salazar Viezca as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR thes nominees; and * The proposed board is meeting the growing expectations of inst	at least one-third indepen			tor
4.a19	Elect Alberto Perez-Jacome Friscione as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR thes nominees; and * The proposed board is meeting the growing expectations of inst	at least one-third indepen			tor
4.a20	Elect Diego Martinez Rueda-Chapital as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR thes nominees; and * The proposed board is meeting the growing expectations of inst	at least one-third indepen	, ,		tor
4.a21	Elect Roberto Kelleher Vales as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR thes nominees; and * The proposed board is meeting the growing expectations of inst	at least one-third indepen			tor
4.a22	Elect Cecilia Goya de Riviello Meade as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR thes nominees; and * The proposed board is meeting the growing expectations of inst	at least one-third indepen	, ,		tor
4.a23	Elect Jose Maria Garza Trevino as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR thes nominees; and * The proposed board is meeting the growing expectations of insi	at least one-third indepen			tor

meeting the growing expectations of institutional shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.a24	Elect Manuel Francisco Ruiz Camero as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third indepen			tor
4.a25	Elect Carlos Cesarman Kolteniuk as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third indepen	, ,		tor
4.a26	Elect Humberto Tafolla Nunez as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third indepen			tor
4.a27	Elect Carlos Phillips Margain as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third indepen	, ,		tor
4.a28	Elect Ricardo Maldonado Yanez as Alternate Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third indepen			tor
4.b	Elect Hector Avila Flores (Non-Member) as Board Secretary	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third indepen			tor
4.c	Approve Directors Liability and Indemnification	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third indepen			tor
5	Approve Remuneration of Directors	Mgmt	For	For	For
6	Elect Thomas Stanley Heather Rodriguez as Chairman of Audit and Corporate Practices Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third indepen			tor
7.1	Approve Report on Share Repurchase	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite appears reasonable; and * There are no kno			,	
7.2	Set Aggregate Nominal Amount of Share Repurchase Reserve	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite appears reasonable; and * There are no kno				
8	Approve Certification of Company's Bylaws	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

ING Groep NV

Meeting Date: 04/24/2023	Country: Netherlands	Ticker: INGA
Record Date: 03/27/2023	Meeting Type: Annual	
Primary Security ID: N4578E595		

					Shares Voted: 364,143
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			
	Voting Policy Rationale: No vote is required for this item.				
2В	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
	Voting Policy Rationale: No vote is required for this item.				
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
	Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.				
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.				
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
	Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates				
7B	Elect Karl Guha to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not				

Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7C	Reelect Herna Verhagen to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ele exceeding four years; * The candidates appe no known controversy concerning the candid	par to possess the ne		,	5
7D	Reelect Mike Rees to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ele exceeding four years; * The candidates appe no known controversy concerning the candid	par to possess the ne		,	5
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	For	For	For
	Voting Policy Rationale: A qualified vote FOR regard to volume and duration and the comp ensures at least economic compensation for not be able to participate in a rights offering	any provided additio rights unassumed. F	onal guidance on the applicati However, it is not without cond	ion of preemptive rights and	ht
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	Voting Policy Rationale: A qualified vote FOR regard to volume and duration and the comp ensures at least economic compensation for not be able to participate in a rights offering	any provided additio rights unassumed. F	onal guidance on the applicati However, it is not without cond	ion of preemptive rights and	ht
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For	For

Vista Oil & Gas SAB de CV

Meeting Date: 04/24/2023	Country: Mexico	Ticker: VISTAA
Record Date: 03/23/2023	Meeting Type: Annual/Special	
Primary Security ID: P9799N108		

				Shares Voted: 465,031	
Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
Meeting for ADR Holders	Mgmt				
Ordinary Business	Mgmt				
Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	
	Meeting for ADR Holders Ordinary Business Approve Individual and Consolidated Financial Statements and Statutory	Meeting for ADR Holders Mgmt Ordinary Business Mgmt Approve Individual and Consolidated Mgmt Financial Statements and Statutory Mgmt	Proposal TextProponentRecMeeting for ADR HoldersMgmtOrdinary BusinessMgmtApprove Individual and Consolidated Financial Statements and StatutoryMgmt	Proposal TextProponentMgmt RecPolicy RecMeeting for ADR HoldersMgmtOrdinary BusinessMgmtApprove Individual and Consolidated Financial Statements and StatutoryMgmtFor	

Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

Vista Oil & Gas SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
2	Approve Board's Report on Principal Policies and Accounting and Information Criteria Followed in Preparation of Financial Information	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re 2022, and there are no independent auditor financial statements or audit procedures.					
3	Approve Report on Activities and Operations Undertaken by Board	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re 2022, and there are no independent auditor financial statements or audit procedures.					
4	Approve Report of Audit and Corporate Practices Committees Chairmen	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re 2022, and there are no independent auditor financial statements or audit procedures.					
5	Approve Classification of Gerard Martellozo as Independent Director	Mgmt	For	For	For	
6	Approve Remuneration of Directors	Mgmt	For	For	For	
7	Increase Maximum Amount of Share Repurchase (or Debt Securities Representing them) from USD 20.14 Million to USD 50 Million	Mgmt	For	For	For	
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	
	Extraordinary Business	Mgmt				
1	Amend Articles Re: Strategic Partner	Mgmt	For	For	For	
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	

Entain Plc

Meeting Date: 04/25/2023	Country: Isle of Man	Ticker: ENT
Record Date: 04/21/2023	Meeting Type: Annual	
Primary Security ID: G3167C109		

					Shares Voted: 284	
Proposal 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	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	

Entain Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
6	Re-elect Barry Gibson as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns h	ave been identified.		-
7	Re-elect Pierre Bouchut as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns h	ave been identified.		-
8	Re-elect Stella David as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns h	ave been identified.		_
9	Re-elect Robert Hoskin as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns h	ave been identified.		-
10	Re-elect Virginia McDowell as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns h	ave been identified.		-
11	Re-elect Jette Nygaard-Andersen as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns h	ave been identified.		
12	Re-elect David Satz as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns h	ave been identified.		_
13	Re-elect Rob Wood as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns h	ave been identified.		-
14	Elect Rahul Welde as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns h	ave been identified.		-
15	Amend Long Term Incentive Plan	Mgmt	For	For	For	
16	Authorise Issue of Equity	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted b	pecause the proposed am	ounts and durations are within		-
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted t	necause the proposed am	ounts and durations are within		
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted b	pecause the proposed am	ounts and durations are within		-
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	
20	Adopt New Articles of Association	Mgmt	For	For	For	

FIBRA Macquarie Mexico

Meeting Date: 04/25/2023	Country: Mexico	Ticker: FIBRAMQ12
Record Date: 04/17/2023	Meeting Type: Annual	
Primary Security ID: P3515D155		

FIBRA Macquarie Mexico

Primary Security ID: G6422B147

oposal umber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Ordinary Meeting for Holders of REITs - ISIN MXCFFI0U0002	Mgmt			
1	Approve Audited Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ro 2021, and there are no independent auditor financial statements or audit procedures.				
2	Approve Annual Report	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ro 2021, and there are no independent auditor financial statements or audit procedures.				
3	Extend Share Repurchase for Additional Year; Set Maximum Amount for Share Repurchase	Mgmt	For	For	For
4	Ratify Alvaro de Garay Arellano as Independent Member of Technical Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite committee nominees; and * The proposed te independent members, meeting the growing	echnical committee is a	t least one-third independent		ical
5	Ratify Luis Alberto Aziz Checa as Independent Member of Technical Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite committee nominees; and * The proposed te independent members, meeting the growing	echnical committee is a	t least one-third independent		ical
6	Ratify Jaime Eugenio de la Garza Diaz as Independent Member of Technical Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite committee nominees; and * The proposed te independent members, meeting the growing	echnical committee is a	t least one-third independent		ical
7	Ratify Michael Brennan as Independent Member of Technical Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite committee nominees; and * The proposed te independent members, meeting the growing	echnical committee is a	t least one-third independent		ical
8	Ratify Sara Neff as Independent Member of Technical Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite committee nominees; and * The proposed te independent members, meeting the growing	echnical committee is a	t least one-third independent		ical
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
latWest	Group Pic				
	-				

NatWest Group Plc

						Shares Voted: 43,731
Proposal lumber	Proposal Text	Proponent	Mgmt Rec	P	/oting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	F	For	For
2	Approve Remuneration Report	Mgmt	For	F	For	For
3	Approve Final Dividend	Mgmt	For	F	For	For
4	Re-elect Howard Davies as Director	Mgmt	For	F	or	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	s have been identified.		
	Re-elect Alison Rose-Slade as Director	Mgmt	For	F	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	s have been identified.		
5	Re-elect Katie Murray as Director	Mgmt	For	F	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	s have been identified.		
7	Re-elect Frank Dangeard as Director	Mgmt	For	F	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	s have been identified.		
:	Elect Roisin Donnelly as Director	Mgmt	For	F	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	s have been identified.		
	Re-elect Patrick Flynn as Director	Mgmt	For	F	or	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	s have been identified.		
0	Re-elect Morten Friis as Director	Mgmt	For	F	or	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	s have been identified.		
1	Re-elect Yasmin Jetha as Director	Mgmt	For	F	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	s have been identified.		
2	Elect Stuart Lewis as Director	Mgmt	For	F	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	s have been identified.		
.3	Re-elect Mark Seligman as Director	Mgmt	For	F	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	s have been identified.		
4	Re-elect Lena Wilson as Director	Mgmt	For	F	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	s have been identified.		
5	Reappoint Ernst and Young LLP as Auditors	Mgmt	For	F	For	For
.6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	F	For	For
17	Authorise Issue of Equity	Mgmt	For	F	For	For
	Voting Policy Rationale: A vote FOR these r recommended limits.	esolutions is warranted	because the proposed a	amounts and durations ar	re within	
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	F	For	For
	Voting Policy Rationale: A vote FOR these r recommended limits.	esolutions is warranted	because the proposed a	amounts and durations ar	re within	

recommended limits.

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed amou	nts and durations are within		
20	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re the Company were to issue Equity Convertib shares, this would result in significant dilutic authorities are common proposals at UK bar into ordinary shares would require the CET1 the Company's current position and minimu	ble Notes and a trigger on to non-participating nks and are intended to ratio to fall to a level	event were to occur, causing shareholders. The main rease papply in extreme circumstar which would denote significar	them to convert into ordina ons for support are: * Such nces only; and * The convers	ry ion	
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re the Company were to issue Equity Convertib shares, this would result in significant dilutic authorities are common proposals at UK bar into ordinary shares would require the CET1 the Company's current position and minimu	ble Notes and a trigger on to non-participating nks and are intended to ratio to fall to a level	event were to occur, causing shareholders. The main rease o apply in extreme circumstar which would denote significar	them to convert into ordinal ons for support are: * Such nces only; and * The convers	ion	
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	

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: 40,169	
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 Final Dividend	Mgmt	For	For	For	
3	Elect Magali Anderson as Director	Mgmt	For	For	For	

Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.

Anglo American Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
4	Re-elect Stuart Chambers as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this can	didate is warranted as	no significant concerns have	ve been identified.				
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.							
6	Re-elect Stephen Pearce as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this can	didate is warranted as	no significant concerns have	ve been identified.				
7	Re-elect Ian Ashby as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this can	didate is warranted as	no significant concerns have	ve been identified.				
8	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this can	didate is warranted as	no significant concerns have	ve been identified.				
9	Re-elect Hilary Maxson as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this can	didate is warranted as	no significant concerns have	ve been identified.				
10	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this can	didate is warranted as	no significant concerns have	ve been identified.				
11	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this can	didate is warranted as	no significant concerns hav	ve been identified.				
12	Re-elect Ian Tyler as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this can	didate is warranted as	no significant concerns hav	ve been identified.				
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			
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted	l because the proposed amo	ounts and durations are within				
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted	because the proposed amo	ounts and durations are within				
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			

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: 1,641
Proposal 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
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns l	have been identified.	
i	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns l	have been identified.	
7	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns l	have been identified.	
8	Re-elect Steve Foots as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns l	have been identified.	
1	Re-elect Anita Frew as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns l	have been identified.	
0	Re-elect Julie Kim as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns l	have been identified.	
1	Re-elect Keith Layden as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns h	have been identified.	
.2	Re-elect Nawal Ouzren as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns l	have been identified.	
.3	Re-elect John Ramsay as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns l	have been identified.	
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
	Voting Policy Rationale: A vote FOR these recommended limits.	resolutions is warranted	because the proposed an	nounts and durations are within	1
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	resolutions is warranted	because the proposed an	nounts and durations are within	1

Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted l	because the proposed am	ounts and durations are within		
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	

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: 337,017
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
	Voting Policy Rationale: A vote FOR is warran controversies that the management board an		, .	nd compellin	g
5b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warran controversies that the management board an		, .	nd compellin	g
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

Fugro NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
8a	Reelect A.H. Montijn to Supervisory Board	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the electric elected for a period not exceeding four years; membership; and * There is no known contro	* The candidates appear	to possess the necessary qualifications			
8b	Elect E. Kairisto to Supervisory Board	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the election elected for a period not exceeding four years; membership; and * There is no known contro	* The candidates appear	to possess the necessary qualifications			
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	
	Voting Policy Rationale: A vote FOR this propo volume and duration.	osal is warranted because i	t is in line with commonly used safegua	ords regarding	7	
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR this propo volume and duration.	osal is warranted because i	t is in line with commonly used safegua	ords regarding	7	
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				

Grupo Aeroportuario del Sureste SA de CV

Meeting Date: 04/26/2023	Country: Mexico	Ticker: ASURB
Record Date: 04/18/2023	Meeting Type: Annual	
Primary Security ID: P4950Y100		

					Shares Voted: 413,550	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1a	Approve CEO's and Auditor's Reports on Operations and Results of Company, and Board's Opinion on Reports	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
1b	Approve Board's Report on Accounting Policies and Criteria for Preparation of Financial Statements	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these ro	outine proposals is warr	ranted because: * Audited fil	inancials are available for FY		

Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction						
1c	Approve Report on Activities and Operations Undertaken by Board	Mgmt	For	For	For						
	Voting Policy Rationale: A vote FOR these re 2022, and there are no independent auditor financial statements or audit procedures.										
1d	Approve Individual and Consolidated Financial Statements	Mgmt	For	For	For						
	Voting Policy Rationale: A vote FOR these re 2022, and there are no independent auditor financial statements or audit procedures.										
1e	Approve Report of Audit Committee's Activities and Report on Company's Subsidiaries	Mgmt	For	For	For						
	Voting Policy Rationale: A vote FOR these re 2022, and there are no independent auditor financial statements or audit procedures.	, ,									
1f	Approve Report on Adherence to Fiscal Obligations	Mgmt	For	For	For						
	Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.										
2a	Approve Increase in Legal Reserve by MXN 256.83 Million	Mgmt	For	For	For						
	Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.										
2b	Approve Cash Ordinary Dividends of MXN 9.93 Per Share and Cash Extraordinary Dividends of MXN 10 Per Share	Mgmt	For	For	For						
	Voting Policy Rationale: A vote FOR these it 30-100 percent range of net income.	ems is warranted beca	use the company's proposed	l payout falls within a reasona	ble						
2c	Set Maximum Amount of MXN 3.75 Billion for Share Repurchase; Approve Policy Related to Acquisition of Own Shares	Mgmt	For	For	For						
3a	Approve Discharge of Board of Directors and CEO	Mgmt	For	For	For						
3b.1	Elect/Ratify Fernando Chico Pardo as Director	Mgmt	For	Against	For						
	Voting Policy Rationale: A vote FOR the pro	posed independent dir	ectors under ISS Policy, key o	committee members, and	Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and						

Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under ISS voting guidelines; and * There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under ISS policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
3b.2	Elect/Ratify Jose Antonio Perez Anton as Director	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under ISS voting guidelines; and * There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under ISS policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.						
3b.3	Elect/Ratify Pablo Chico Hernandez as Director	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d. proposed nominees and presented the electr proposed nominees; * It would be counterpr guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becau ion under unbundled roductive to vote aga rms regarding the co suse the director serv policy. A vote AGAI ugh the company has	se: * The company has provid items, allowing shareholders of inst directors classified as indo mmittee members, or secretar res on more than five (5) publ NST the remaining non-indepents s disclosed the names of its dire	ded timely disclosure of the to vote individually on the lependent under ISS voting ries. A vote AGAINST Guillermo lic company boards and is endent nominees presented und rector nominees, the proposed			
3b.4	Elect/Ratify Aurelio Perez Alonso as Director	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under ISS voting guidelines; and * There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under ISS policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.						
3b.5	Elect/Ratify Rasmus Christiansen as Director	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d proposed nominees and presented the electr proposed nominees; * It would be counterpr guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becau ion under unbundled roductive to vote aga rms regarding the co suse the director serv policy. A vote AGAI ugh the company has	ese: * The company has provid items, allowing shareholders of inst directors classified as indo mmittee members, or secretar res on more than five (5) publ NST the remaining non-indepents of disclosed the names of its directions of the second solutions of the names of its directions of the second solutions of the names of its directions of the second solutions of the names of the second second second solutions of the names of the second second second solutions of the names of the second	ded timely disclosure of the to vote individually on the lependent under ISS voting ries. A vote AGAINST Guillermo lic company boards and is endent nominees presented uno rector nominees, the proposed			
3b.6	Elect/Ratify Francisco Garza Zambrano as Director	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under ISS voting guidelines; and * There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under ISS policy. A vote AGAINST the remaining non-independent nominees presented under Items 3h 1-3h 7 is warranted because and though the commany bas disclosed the pames of its director promosed.						

Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b.7	Elect/Ratify Ricardo Guajardo Touche as Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d., proposed nominees and presented the elect proposed nominees; * It would be counterp guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becau ion under unbundled roductive to vote aga rms regarding the con use the director serv policy. A vote AGAII ugh the company has	se: * The company has provid items, allowing shareholders of inst directors classified as inde mmittee members, or secretar res on more than five (5) public VST the remaining non-indepent is disclosed the names of its dir	led timely disclosure of the to vote individually on the ependent under ISS voting ries. A vote AGAINST Guillerm to company boards and is ndent nominees presented un rector nominees, the proposed	nder
3b.8	Elect/Ratify Guillermo Ortiz Martinez as Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d proposed nominees and presented the elect proposed nominees; * It would be counterp guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becau ion under unbundled roductive to vote aga rms regarding the con use the director serv policy. A vote AGAII ugh the company has	se: * The company has provid items, allowing shareholders of inst directors classified as inde mmittee members, or secretar res on more than five (5) public NST the remaining non-indepent disclosed the names of its dir	led timely disclosure of the to vote individually on the ependent under ISS voting ries. A vote AGAINST Guillerm ic company boards and is ndent nominees presented un rector nominees, the proposed	nder
3b.9	Elect/Ratify Barbara Garza Laguera Gonda as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d. proposed nominees and presented the electr proposed nominees; * It would be counterp guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becau ion under unbundled roductive to vote aga rms regarding the con use the director serv policy. A vote AGAII ugh the company has	se: * The company has provid items, allowing shareholders of inst directors classified as inde mmittee members, or secretar res on more than five (5) public VST the remaining non-indepent indisclosed the names of its dir	led timely disclosure of the to vote individually on the ependent under ISS voting ries. A vote AGAINST Guillerm to company boards and is ndent nominees presented un rector nominees, the proposed	nder
3b.10	Elect/Ratify Heliane Steden as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d., proposed nominees and presented the elect proposed nominees; * It would be counterp guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becau ion under unbundled roductive to vote aga rms regarding the con use the director serv policy. A vote AGAII ugh the company has	se: * The company has provid items, allowing shareholders of inst directors classified as inde mmittee members, or secretar res on more than five (5) public VST the remaining non-indepent disclosed the names of its dir	led timely disclosure of the to vote individually on the ependent under ISS voting ries. A vote AGAINST Guillerm to company boards and is ndent nominees presented un rector nominees, the proposed	nder
3b.11	Elect/Ratify Diana M. Chavez as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d proposed nominees and presented the electr proposed nominees; * It would be counterpu guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becau ion under unbundled roductive to vote aga rms regarding the con use the director serv policy. A vote AGAII ugh the company has	se: * The company has provid items, allowing shareholders of inst directors classified as inde mmittee members, or secretar res on more than five (5) public VST the remaining non-indepent is disclosed the names of its dir	led timely disclosure of the to vote individually on the ependent under ISS voting ties. A vote AGAINST Guillerm to company boards and is ndent nominees presented un rector nominees, the proposed	nder

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
3b.12	Elect/Ratify Rafael Robles Miaja as Secretary (Non-Member) of Board	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the pro- secretaries, presented under Items 3b.9-3d proposed nominees and presented the elec proposed nominees; * It would be counter, guidelines; and * There are no known com Ortiz Martinez (Item 3b.8) is warranted be therefore considered overboarded under IS Items 3b.1-3b.7 is warranted because altho board's overall level of independence fails of	3 is warranted becau tion under unbundled productive to vote aga cerns regarding the co cause the director serv S policy. A vote AGAII pugh the company has	se: * The company has provi items, allowing shareholders inst directors classified as ind mmittee members, or secreta es on more than five (5) pub VST the remaining non-indepe disclosed the names of its di	ded timely disclosure of the to vote individually on the lependent under ISS voting ries. A vote AGAINST Guillerm lic company boards and is endent nominees presented un rector nominees, the proposed	nder			
3b.13	Elect/Ratify Ana Maria Poblanno Chanona as Alternate Secretary (Non-Member) of Board	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the pro- secretaries, presented under Items 3b.9-3c proposed nominees and presented the elec proposed nominees; * It would be counter guidelines; and * There are no known conc Ortiz Martinez (Item 3b.8) is warranted be therefore considered overboarded under IS Items 3b.1-3b.7 is warranted because altho board's overall level of independence fails of	1.3 is warranted becau tion under unbundled productive to vote aga cerns regarding the co cause the director serv S policy. A vote AGAII pugh the company has	se: * The company has provia items, allowing shareholders inst directors classified as ind mmittee members, or secreta es on more than five (5) pub VST the remaining non-indepe disclosed the names of its di	ded timely disclosure of the to vote individually on the lependent under ISS voting ries. A vote AGAINST Guillerm lic company boards and is endent nominees presented ui rector nominees, the proposed	nder			
3c.1	Elect/Ratify Ricardo Guajardo Touche as Chairman of Audit Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the pro secretaries, presented under Items 3b.9-3c proposed nominees and presented the elec proposed nominees; * It would be counter guidelines; and * There are no known conc Ortiz Martinez (Item 3b.8) is warranted bec therefore considered overboarded under IS Items 3b.1-3b.7 is warranted because altho board's overall level of independence fails of	1.3 is warranted becau tion under unbundled productive to vote aga cerns regarding the col cause the director serv S policy. A vote AGAII pugh the company has	se: * The company has provi items, allowing shareholders inst directors classified as ind mmittee members, or secreta es on more than five (5) pub VST the remaining non-indepe disclosed the names of its di	ded timely disclosure of the to vote individually on the lependent under ISS voting ries. A vote AGAINST Guillerm lic company boards and is endent nominees presented un rector nominees, the proposed	nder			
3d.1	Elect/Ratify Barbara Garza Laguera Gonda as Member of Nominations and Compensations Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under ISS voting guidelines; and * There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under ISS policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.							
3d.2	Elect/Ratify Fernando Chico Pardo as Member of Nominations and Compensations Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the pro secretaries, presented under Items 3b.9-3c proposed nominees and presented the elec proposed nominees; * It would be counter guidelines; and * There are no known conc Ortiz Martinez (Item 3b.8) is warranted be therefore considered overboarded under 15 Items 3b.1-3b.7 is warranted because alth board's overall level of independence fails is	1.3 is warranted becau tion under unbundled productive to vote aga cerns regarding the co cause the director serv S policy. A vote AGAII pugh the company has	se: * The company has provid items, allowing shareholders inst directors classified as ind mmittee members, or secreta res on more than five (5) pub VST the remaining non-indeper disclosed the names of its di	ded timely disclosure of the to vote individually on the lependent under ISS voting ries. A vote AGAINST Guillerm lic company boards and is endent nominees presented un rector nominees, the proposed	nder			

board's overall level of independence fails to meet the growing expectations of institutional shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
3d.3	Elect/Ratify Jose Antonio Perez Anton of Nominations and Compensations Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under ISS voting guidelines; and * There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under ISS policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.							
3e.1	Approve Remuneration of Directors in the Amount of MXN 85,000	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these it of the company's directors; and * The comp				ion			
3e.2	Approve Remuneration of Operations Committee in the Amount of MXN 85,000	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the compensation of the company's directors; and * The company disclosed the director remuneration proposals.							
3e.3	Approve Remuneration of Nominations and Compensations Committee in the Amount of MXN 85,000	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the compensation of the company's directors; and * The company disclosed the director remuneration proposals.							
3e.4	Approve Remuneration of Audit Committee in the Amount of MXN 120,000	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the compensation of the company's directors; and * The company disclosed the director remuneration proposals.							
3e.5	Approve Remuneration of Acquisitions and Contracts Committee in the Amount of MXN 28,000	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the compensation of the company's directors; and * The company disclosed the director remuneration proposals.							
4a	Authorize Claudio R. Gongora Morales to Ratify and Execute Approved Resolutions	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these closing formalities is warranted because: * Approval of this item grants management authority to approve only items that have been approved by shareholders; and * Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.							
4b	Authorize Rafael Robles Miaja to Ratify and Execute Approved Resolutions	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these closing formalities is warranted because: * Approval of this item grants management authority to approve only items that have been approved by shareholders; and * Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.							
4c	Authorize Ana Maria Poblanno Chanona to Ratify and Execute Approved Resolutions	Mgmt	For	For	For			
		een approved by share	eholders; and * Opposing this	s item could impact	ent			

management's ability to execute on bona fide items that have been approved by shareholders.

Meeting Date: 04/26/2023
Record Date: 03/23/2023
Primary Security ID: P4950Y100

Country: Mexico Meeting Type: Annual Ticker: ASURB

					Shares Voted: 33,881
oposal umber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1a	Approve CEO's and Auditor's Reports on Operations and Results of Company, and Board's Opinion on Reports	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ro 2022, and there are no independent auditor financial statements or audit procedures.				
1b	Approve Board's Report on Accounting Policies and Criteria for Preparation of Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ro 2022, and there are no independent auditor financial statements or audit procedures.				
1c	Approve Report on Activities and Operations Undertaken by Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ro 2022, and there are no independent auditor financial statements or audit procedures.				
1d	Approve Individual and Consolidated Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ro 2022, and there are no independent auditor financial statements or audit procedures.				
1e	Approve Report of Audit Committee's Activities and Report on Company's Subsidiaries	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ro 2022, and there are no independent auditon financial statements or audit procedures.				
1f	Approve Report on Adherence to Fiscal Obligations	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ro 2022, and there are no independent auditor financial statements or audit procedures.				
2a	Approve Increase in Legal Reserve by MXN 256.83 Million	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these it 30-100 percent range of net income.	ems is warranted becau	se the company's proposed	d payout falls within a reasona	ble
2b	Approve Cash Ordinary Dividends of MXN 9.93 Per Share and Cash Extraordinary Dividends of MXN 10 Per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2c	Set Maximum Amount of MXN 3.75 Billion for Share Repurchase; Approve Policy Related to Acquisition of Own Shares	Mgmt	For	For	For
3a	Approve Discharge of Board of Directors and CEO	Mgmt	For	For	For
3b.1	Elect/Ratify Fernando Chico Pardo as Director	Mgmt	For	Against	For

Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under ISS voting guidelines; and * There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under ISS policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.

3b.2	Elect/Ratify Jose Antonio Perez Anton	Mgmt	For	Against	For
	as Director				

Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under ISS voting guidelines; and * There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under ISS policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.

3b.3	Elect/Ratify Pablo Chico Hernandez as Director	Mgmt	For	Against For				
	Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under ISS voting guidelines; and * There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under ISS policy. A vote AGAINST the remaining non-independent nominees, the proposed Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.							
3b.4	Elect/Ratify Aurelio Perez Alonso as Director	Mgmt	For	Against For				
	Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and							

secretaries, presented under Items 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under ISS voting guidelines; and * There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under ISS policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b.5	Elect/Ratify Rasmus Christiansen as Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote FOR the pro- secretaries, presented under Items 3b.9-3c proposed nominees and presented the elec proposed nominees; * It would be counter guidelines; and * There are no known conc Ortiz Martinez (Item 3b.8) is warranted be therefore considered overboarded under IS Items 3b.1-3b.7 is warranted because alth board's overall level of independence fails	d.3 is warranted becau ction under unbundled productive to vote aga cerns regarding the co cause the director serv SS policy. A vote AGAII ough the company has	se: * The company has provide items, allowing shareholders to inst directors classified as indep mmittee members, or secretarie es on more than five (5) public VST the remaining non-indepen disclosed the names of its direc	ed timely disclosure of the pote individually on the pendent under ISS voting es. A vote AGAINST Guillerm company boards and is adent nominees presented un ector nominees, the proposed	oder
3b.6	Elect/Ratify Francisco Garza Zambrano as Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote FOR the pro secretaries, presented under Items 3b.9-3c proposed nominees and presented the elec proposed nominees; * It would be counter guidelines; and * There are no known conc Ortiz Martinez (Item 3b.8) is warranted be therefore considered overboarded under IS Items 3b.1-3b.7 is warranted because alth board's overall level of independence fails	1.3 is warranted becau ction under unbundled productive to vote aga cerns regarding the co cause the director serv SS policy. A vote AGAII ough the company has	se: * The company has provide items, allowing shareholders to inst directors classified as indep mmittee members, or secretario es on more than five (5) public VST the remaining non-indepen disclosed the names of its dire	ed timely disclosure of the pote individually on the pendent under ISS voting es. A vote AGAINST Guillerm c company boards and is pdent nominees presented un pector nominees, the proposed	der
3b.7	Elect/Ratify Ricardo Guajardo Touche as Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote FOR the pro- secretaries, presented under Items 3b.9-3c proposed nominees and presented the elec proposed nominees; * It would be counter guidelines; and * There are no known conc Ortiz Martinez (Item 3b.8) is warranted be therefore considered overboarded under IS Items 3b.1-3b.7 is warranted because alth board's overall level of independence fails	1.3 is warranted becau ction under unbundled productive to vote aga cerns regarding the co cause the director serv SS policy. A vote AGAII ough the company has	se: * The company has provide items, allowing shareholders to inst directors classified as indep mmittee members, or secretario res on more than five (5) public VST the remaining non-indepen disclosed the names of its direc	ed timely disclosure of the p vote individually on the pendent under ISS voting es. A vote AGAINST Guillerm c company boards and is ident nominees presented un ector nominees, the proposed	der
3b.8	Elect/Ratify Guillermo Ortiz Martinez as Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote FOR the pro- secretaries, presented under Items 3b.9-3c proposed nominees and presented the elec proposed nominees; * It would be counter guidelines; and * There are no known cond Ortiz Martinez (Item 3b.8) is warranted be therefore considered overboarded under IS Items 3b.1-3b.7 is warranted because alth board's overall level of independence fails	1.3 is warranted becau ction under unbundled productive to vote aga cerns regarding the co cause the director serv SS policy. A vote AGAII ough the company has	se: * The company has provide items, allowing shareholders to inst directors classified as indep mmittee members, or secretario res on more than five (5) public VST the remaining non-indepen disclosed the names of its direc	ed timely disclosure of the p vote individually on the pendent under ISS voting es. A vote AGAINST Guillerm c company boards and is adent nominees presented un ector nominees, the proposed	oder
3b.9	Elect/Ratify Barbara Garza Laguera Gonda as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the pro secretaries, presented under Items 3b.9-3c proposed nominees and presented the elec proposed nominees; * It would be counter guidelines; and * There are no known cond Ortiz Martinez (Item 3b.8) is warranted be therefore considered overboarded under IS Items 3b.1-3b.7 is warranted because alth board's overall lavel of independence fails	d.3 is warranted becau ction under unbundled productive to vote aga cerns regarding the co cause the director serv SS policy. A vote AGAII ough the company has	se: * The company has provide items, allowing shareholders to inst directors classified as indep mmittee members, or secretario res on more than five (5) public VST the remaining non-indepen disclosed the names of its direc	ed timely disclosure of the pote individually on the pendent under ISS voting es. A vote AGAINST Guillerm company boards and is indent nominees presented un ector nominees, the proposed	der

board's overall level of independence fails to meet the growing expectations of institutional shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b.10	Elect/Ratify Heliane Steden as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d., proposed nominees and presented the elect proposed nominees; * It would be counterp guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becaus on under unbundled roductive to vote agai rns regarding the con- use the director serve policy. A vote AGAIN ugh the company has	se: * The company has prov items, allowing shareholders inst directors classified as inc mmittee members, or secreta es on more than five (5) put IST the remaining non-indep disclosed the names of its o	ided timely disclosure of the s to vote individually on the dependent under ISS voting aries. A vote AGAINST Guillerm blic company boards and is pendent nominees presented un director nominees, the proposed	nder
3b.11	Elect/Ratify Diana M. Chavez as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d proposed nominees and presented the elect proposed nominees; * It would be counterp guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becaus on under unbundled roductive to vote agai rns regarding the con- use the director serve policy. A vote AGAIN ugh the company has	se: * The company has prov items, allowing shareholders inst directors classified as inc mmittee members, or secreta es on more than five (5) put IST the remaining non-indep disclosed the names of its o	ided timely disclosure of the s to vote individually on the dependent under ISS voting aries. A vote AGAINST Guillerm blic company boards and is pendent nominees presented un director nominees, the proposed	nder
3b.12	Elect/Ratify Rafael Robles Miaja as Secretary (Non-Member) of Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d., proposed nominees and presented the elect proposed nominees; * It would be counterp guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becaus on under unbundled roductive to vote agai rns regarding the con- use the director serve policy. A vote AGAIN ugh the company has	se: * The company has prov items, allowing shareholders inst directors classified as inc nmittee members, or secreta es on more than five (5) put IST the remaining non-indep disclosed the names of its o	ided timely disclosure of the s to vote individually on the dependent under ISS voting aries. A vote AGAINST Guillerm blic company boards and is pendent nominees presented un director nominees, the proposed	nder
3b.13	Elect/Ratify Ana Maria Poblanno Chanona as Alternate Secretary (Non-Member) of Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d., proposed nominees and presented the elect proposed nominees; * It would be counterp guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becaus on under unbundled roductive to vote agai rns regarding the con- use the director serve policy. A vote AGAIN ugh the company has	se: * The company has prov items, allowing shareholders inst directors classified as inc mmittee members, or secreta es on more than five (5) put IST the remaining non-indep disclosed the names of its o	ided timely disclosure of the s to vote individually on the dependent under ISS voting aries. A vote AGAINST Guillerm blic company boards and is pendent nominees presented un director nominees, the proposed	nder
3c.1	Elect/Ratify Ricardo Guajardo Touche as Chairman of Audit Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d., proposed nominees and presented the electr proposed nominees; * It would be counterpu guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	3 is warranted becaus on under unbundled roductive to vote agai rns regarding the con- use the director serve policy. A vote AGAIN ugh the company has	se: * The company has prov items, allowing shareholders inst directors classified as inc nmittee members, or secreta es on more than five (5) put IST the remaining non-indep disclosed the names of its of	ided timely disclosure of the s to vote individually on the dependent under ISS voting aries. A vote AGAINST Guillerm blic company boards and is pendent nominees presented un director nominees, the proposed	nder

Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
3d.1	Elect/Ratify Barbara Garza Laguera Gonda as Member of Nominations and Compensations Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d., proposed nominees and presented the electi proposed nominees; * It would be counterpr guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	B is warranted becaus on under unbundled i oductive to vote agai rns regarding the con use the director serve policy. A vote AGAIN gh the company has	e: * The company has provide tems, allowing shareholders to not directors classified as indep mittee members, or secretari or son more than five (5) public ST the remaining non-indepen disclosed the names of its dire	ed timely disclosure of the pote individually on the pendent under ISS voting es. A vote AGAINST Guillern c company boards and is indent nominees presented u ector nominees, the propose	nder			
3d.2	Elect/Ratify Fernando Chico Pardo as Member of Nominations and Compensations Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the prop secretaries, presented under Items 3b.9-3d., proposed nominees and presented the electi proposed nominees; * It would be counterpr guidelines; and * There are no known conce Ortiz Martinez (Item 3b.8) is warranted beca therefore considered overboarded under ISS Items 3b.1-3b.7 is warranted because althou board's overall level of independence fails to	B is warranted becaus on under unbundled i oductive to vote agai rns regarding the con use the director serve policy. A vote AGAIN gh the company has	e: * The company has provide tems, allowing shareholders to not directors classified as indep mittee members, or secretari or son more than five (5) public ST the remaining non-indepen disclosed the names of its dire	ed timely disclosure of the pote individually on the pendent under ISS voting es. A vote AGAINST Guillern company boards and is indent nominees presented u ector nominees, the propose	nder			
3d.3	Elect/Ratify Jose Antonio Perez Anton of Nominations and Compensations Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the proposed independent directors under ISS Policy, key committee members, and secretaries, presented under Items 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under ISS voting guidelines; and * There are no known concerns regarding the committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under ISS policy. A vote AGAINST the remaining non-independent nominees presented under Items 3b.1-3b.7 is warranted because although the company has disclosed the names of its director nominees, the proposed board's overall level of independence fails to meet the growing expectations of institutional shareholders.							
-	Approve Remuneration of Directors in	Mgmt	For	For	For			
3e.1	the Amount of MXN 85,000							
3e.1				oncerns over the compensati	on			
3e.1 3e.2	the Amount of MXN 85,000 Voting Policy Rationale: A vote FOR these ite			<i>pncerns over the compensati</i> For	ion For			
	the Amount of MXN 85,000 Voting Policy Rationale: A vote FOR these ite of the company's directors; and * The compa Approve Remuneration of Operations Committee in the Amount of MXN	<i>my disclosed the dire</i> Mgmt <i>ms is warranted beca</i>	<i>ctor remuneration proposals.</i> For <i>use: * There are no known co</i>	For	For			
	the Amount of MXN 85,000 Voting Policy Rationale: A vote FOR these ite of the company's directors; and * The compa Approve Remuneration of Operations Committee in the Amount of MXN 85,000 Voting Policy Rationale: A vote FOR these ite	<i>my disclosed the dire</i> Mgmt <i>ms is warranted beca</i>	<i>ctor remuneration proposals.</i> For <i>use: * There are no known co</i>	For	For			
3e.2	the Amount of MXN 85,000 Voting Policy Rationale: A vote FOR these ite of the company's directors; and * The compa- Approve Remuneration of Operations Committee in the Amount of MXN 85,000 Voting Policy Rationale: A vote FOR these ite of the company's directors; and * The compa- Approve Remuneration of Nominations and Compensations Committee in the	any disclosed the dire Mgmt ms is warranted beca any disclosed the dire Mgmt ms is warranted beca	<i>ctor remuneration proposals.</i> For <i>use: * There are no known co</i> <i>ctor remuneration proposals.</i> For <i>use: * There are no known co</i>	For oncerns over the compensation For	For ion For			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
3e.5	Approve Remuneration of Acquisitions and Contracts Committee in the Amount of MXN 28,000	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these ite of the company's directors; and * The comp			oncerns over the compensat	ion	_		
4a	Authorize Claudio R. Gongora Morales to Ratify and Execute Approved Resolutions	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these closing formalities is warranted because: * Approval of this item grants management authority to approve only items that have been approved by shareholders; and * Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.							
4b	Authorize Rafael Robles Miaja to Ratify and Execute Approved Resolutions	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these closing formalities is warranted because: * Approval of this item grants management authority to approve only items that have been approved by shareholders; and * Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.							
4c	Authorize Ana Maria Poblanno Chanona to Ratify and Execute Approved Resolutions	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these cl authority to approve only items that have be management's ability to execute on bona fig	een approved by share	holders; and * Opposing this	5 5	ent			

AstraZeneca Plc

Meeting Date: 04/27/2023	Country: United Kingdom	Ticker: AZN
Record Date: 04/25/2023	Meeting Type: Annual	
Primary Security ID: G0593M107		

					Shares Voted: 53,685	
Proposal 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	

Voting Policy Rationale: Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5l A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considen significant number of board roles at other p time commitments may undermine his abilit of his directorships at listed companies relat this factor into account, support for his re-e	ed warranted, although ublicly-listed companie ty to serve effectively ii te to his role at Investo	n it is not without concern for s in addition to his position a n his respective roles. The n or AB, given its significant sta	r shareholders: * He holds a at the Company. These extern nain reason for support is: * A	al III
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is consider significant number of board roles at other p time commitments may undermine his abili of his directorships at listed companies relau this factor into account, support for his re-e	ed warranted, although ublicly-listed companie ty to serve effectively ii te to his role at Investo	n it is not without concern for s in addition to his position a n his respective roles. The n or AB, given its significant sta	r shareholders: * He holds a at the Company. These extern nain reason for support is: * A	al III
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is consider significant number of board roles at other p time commitments may undermine his abilit of his directorships at listed companies rela- this factor into account, support for his re-e	ed warranted, although ublicly-listed companie ty to serve effectively ii te to his role at Investo	n it is not without concern for s in addition to his position a n his respective roles. The n or AB, given its significant sta	r shareholders: * He holds a at the Company. These extern nain reason for support is: * A	al III
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is consider significant number of board roles at other p time commitments may undermine his abili of his directorships at listed companies relat this factor into account, support for his re-e	ed warranted, although ublicly-listed companie ty to serve effectively ii te to his role at Investo	n it is not without concern for s in addition to his position a n his respective roles. The n or AB, given its significant sta	r shareholders: * He holds a at the Company. These extern nain reason for support is: * A	al III
5f	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is consider significant number of board roles at other p time commitments may undermine his abilit of his directorships at listed companies relat this factor into account, support for his re-e	ed warranted, although ublicly-listed companie ty to serve effectively ii te to his role at Investo	n it is not without concern for s in addition to his position a n his respective roles. The n or AB, given its significant sta	r shareholders: * He holds a at the Company. These extern nain reason for support is: * A	al III
5g	Re-elect Diana Layfield as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is consider significant number of board roles at other p time commitments may undermine his abili of his directorships at listed companies relat this factor into account, support for his re-e	ed warranted, although ublicly-listed companie ty to serve effectively ii te to his role at Investo	n it is not without concern for s in addition to his position a n his respective roles. The n or AB, given its significant sta	r shareholders: * He holds a at the Company. These extern nain reason for support is: * A	al III
5h	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is consider significant number of board roles at other p time commitments may undermine his abilit	ed warranted, although ublicly-listed companie	n it is not without concern for s in addition to his position a	r shareholders: * He holds a at the Company. These extern	al

time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted

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oposal umber	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction			
5i	Re-elect Tony Mok as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Items 5a-5k A vote FOR these candidates is warranted as no significant concerns have been identified. Item 5l A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * He holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted							
5j	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considere significant number of board roles at other pu time commitments may undermine his abilit of his directorships at listed companies relat this factor into account, support for his re-e	ed warranted, although ublicly-listed companie ly to serve effectively in te to his role at Investo	it is not without concern for s s in addition to his position at to n his respective roles. The man or AB, given its significant stake	hareholders: * He holds a the Company. These externa in reason for support is: * A	a/ //			
5k	Re-elect Andreas Rummelt as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considere significant number of board roles at other pu time commitments may undermine his abilit of his directorships at listed companies relat this factor into account, support for his re-ea	ed warranted, although ublicly-listed companie by to serve effectively in te to his role at Investo	it is not without concern for s s in addition to his position at to n his respective roles. The mai or AB, given its significant stake	hareholders: * He holds a the Company. These externa in reason for support is: * A	a/ //			
51	Re-elect Marcus Wallenberg as	Mgmt	For	For	For			
	Director							
	Director Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considere significant number of board roles at other pu time commitments may undermine his abilit of his directorships at listed companies relat this factor into account, support for his re-e	ed warranted, although ublicly-listed companie by to serve effectively in te to his role at Investo	it is not without concern for s s in addition to his position at to n his respective roles. The mai or AB, given its significant stake	hareholders: * He holds a the Company. These externa in reason for support is: * A	a/ //			
6	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considere significant number of board roles at other pu time commitments may undermine his abilit of his directorships at listed companies relat	ed warranted, although ublicly-listed companie by to serve effectively in te to his role at Investo	it is not without concern for s s in addition to his position at to n his respective roles. The mai or AB, given its significant stake	hareholders: * He holds a the Company. These externa in reason for support is: * A	a/ //			
6 7	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considere significant number of board roles at other pu time commitments may undermine his abilit of his directorships at listed companies relat this factor into account, support for his re-e	ed warranted, although ublicly-listed companie ty to serve effectively in te to his role at Investo lection is considered w	n it is not without concern for s s in addition to his position at u n his respective roles. The man r AB, given its significant stake arranted	hareholders: * He holds a the Company. These externa in reason for support is: * A. n those companies. Taking	ə/ // 7			
	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considere significant number of board roles at other pu time commitments may undermine his abilit of his directorships at listed companies relat this factor into account, support for his re-ex Approve Remuneration Report Authorise UK Political Donations and	ed warranted, although ublicly-listed companie by to serve effectively in te to his role at Investo lection is considered w Mgmt	n it is not without concern for s s in addition to his position at u n his respective roles. The man r AB, given its significant stake arranted For	hareholders: * He holds a the Company. These externa in reason for support is: * A. in those companies. Taking For	a/ // 7 For			
7	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considered significant number of board roles at other put time commitments may undermine his ability of his directorships at listed companies relat this factor into account, support for his re-en Approve Remuneration Report Authorise UK Political Donations and Expenditure	ed warranted, although ublicly-listed companie by to serve effectively in te to his role at Investo lection is considered w Mgmt Mgmt Mgmt	n it is not without concern for s s in addition to his position at u in his respective roles. The man or AB, given its significant stake arranted For For For	hareholders: * He holds a the Company. These externa in reason for support is: * A a in those companies. Taking For For For	a/ // 7 For For			
7	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considered significant number of board roles at other put time commitments may undermine his ability of his directorships at listed companies relat this factor into account, support for his re-ex- Approve Remuneration Report Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote FOR these reference	ed warranted, although ublicly-listed companie by to serve effectively in te to his role at Investo lection is considered w Mgmt Mgmt Mgmt	n it is not without concern for s s in addition to his position at u in his respective roles. The man or AB, given its significant stake arranted For For For	hareholders: * He holds a the Company. These externa in reason for support is: * A a in those companies. Taking For For For	a/ // 7 For For			
7 8	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considered significant number of board roles at other put time commitments may undermine his ability of his directorships at listed companies relat this factor into account, support for his re-en- Approve Remuneration Report Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Issue of Equity without	ed warranted, although ublicly-listed companie by to serve effectively in te to his role at Investo lection is considered w Mgmt Mgmt Mgmt esolutions is warranted Mgmt	a it is not without concern for s s in addition to his position at a n his respective roles. The main r AB, given its significant stake arranted For For For because the proposed amount For	hareholders: * He holds a the Company. These externa in reason for support is: * A in those companies. Taking For For Ev For ts and durations are within For	a/ // For For For			
7 8	Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considered significant number of board roles at other put time commitments may undermine his ability of his directorships at listed companies relate this factor into account, support for his re-en- Approve Remuneration Report Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Issue of Equity without Pre-emptive Rights Voting Policy Rationale: A vote FOR these re-	ed warranted, although ublicly-listed companie by to serve effectively in te to his role at Investo lection is considered w Mgmt Mgmt Mgmt esolutions is warranted Mgmt	a it is not without concern for s s in addition to his position at a n his respective roles. The main r AB, given its significant stake arranted For For For because the proposed amount For	hareholders: * He holds a the Company. These externa in reason for support is: * A in those companies. Taking For For Ev For ts and durations are within For	a/ // For For For			
7 8 9	 Voting Policy Rationale: Items 5a-5k A vote Item 5l A vote FOR this Director is considered significant number of board roles at other putime commitments may undermine his ability of his directorships at listed companies relate this factor into account, support for his re-ex- Approve Remuneration Report Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Issue of Equity without Pre-emptive Rights Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Issue of Equity without Pre-emptive Rights Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital 	ed warranted, although ublicly-listed companie by to serve effectively in the to his role at Investor lection is considered w Mgmt Mgmt esolutions is warranted Mgmt esolutions is warranted Mgmt	a it is not without concern for s is in addition to his position at a in his respective roles. The main or AB, given its significant stake arranted For For because the proposed amount For because the proposed amount For For	hareholders: * He holds a the Company. These externa- in reason for support is: * A in those companies. Taking For For S and durations are within For ts and durations are within For For	a/ // For For For For			
7 8 9	Voting Policy Rationale: Items 5a-5k A vote Item 51 A vote FOR this Director is considered significant number of board roles at other pu- time commitments may undermine his abilit of his directorships at listed companies relat this factor into account, support for his re-en- Approve Remuneration Report Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Issue of Equity without Pre-emptive Rights Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Voting Policy Rationale: A vote FOR these re-	ed warranted, although ublicly-listed companie by to serve effectively in the to his role at Investor lection is considered w Mgmt Mgmt esolutions is warranted Mgmt esolutions is warranted Mgmt	a it is not without concern for s is in addition to his position at a in his respective roles. The main or AB, given its significant stake arranted For For because the proposed amount For because the proposed amount For For	hareholders: * He holds a the Company. These externa- in reason for support is: * A in those companies. Taking For For S and durations are within For ts and durations are within For For	a/ // For For For For			
7 8 9 10	 Voting Policy Rationale: Items 5a-5k A vote Item 51 A vote FOR this Director is considered significant number of board roles at other putime commitments may undermine his ability of his directorships at listed companies related this factor into account, support for his re-ex- Approve Remuneration Report Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Issue of Equity without Pre-emptive Rights Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Issue of Equity without Pre-emptive Rights Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Voting Policy Rationale: A vote FOR these re- recommended limits. Authorise Market Purchase of Ordinary 	ed warranted, although ublicly-listed companie by to serve effectively in the to his role at Investor lection is considered w Mgmt Mgmt esolutions is warranted Mgmt esolutions is warranted Mgmt esolutions is warranted	a it is not without concern for s is in addition to his position at a in his respective roles. The main or AB, given its significant stake arranted For For because the proposed amount For because the proposed amount For because the proposed amount	hareholders: * He holds a the Company. These externa- in reason for support is: * A in those companies. Taking For For 's and durations are within For 's and durations are within For 's and durations are within	a/ // For For For			

Meeting Date: 04/27/2023
Record Date:

Primary Security ID: P1909G107

Country: Brazil Meeting Type: Extraordinary Shareholders Ticker: B3SA3

					Shares Voted: 48,600
posal nber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Amend Articles Re: Adjustments Resulting from the Provisions Brought in by CVM Resolution 135	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re proposed changes and has presented the an administrative in nature in compliance with statutory provision for the holding of individ of the board, which can potentially positively	mendments under sepa current regulations; an lual director elections, a	arate items; * The proposed an d * Among the proposed chang as an option to slate elections,	nendments are mostly ges, the company included a	
	Amend Article 3 Re: Corporate Purpose	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re proposed changes and has presented the ar administrative in nature in compliance with statutory provision for the holding of individ of the board, which can potentially positivel	mendments under sepa current regulations; an lual director elections, a	arate items; * The proposed and d * Among the proposed chang as an option to slate elections,	nendments are mostly ges, the company included a	
	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re proposed changes and has presented the an administrative in nature in compliance with statutory provision for the holding of individ of the board, which can potentially positivel	mendments under sepa current regulations; an lual director elections, a	arate items; * The proposed and d * Among the proposed chang as an option to slate elections,	nendments are mostly ges, the company included a	
	Amend Articles 23 and 24 Re: System for Electing Members of the Board of Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re proposed changes and has presented the an administrative in nature in compliance with statutory provision for the holding of individ of the board, which can potentially positivel	mendments under sepa current regulations; an lual director elections, a	arate items; * The proposed an d * Among the proposed chang as an option to slate elections,	nendments are mostly ges, the company included a	
	Amend Articles 35 and 37	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re proposed changes and has presented the an administrative in nature in compliance with statutory provision for the holding of individ of the board, which can potentially positivel	mendments under sepa current regulations; an lual director elections, a	rate items; * The proposed an d * Among the proposed chang as an option to slate elections,	nendments are mostly ges, the company included a	
	Amend Article 46	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re proposed changes and has presented the an administrative in nature in compliance with statutory provision for the holding of individ of the board, which can potentially positivel	mendments under sepa current regulations; an lual director elections, a	arate items; * The proposed an d * Among the proposed chang as an option to slate elections,	nendments are mostly ges, the company included a	
	Amend Article 76	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re proposed changes and has presented the an administrative in nature in compliance with statutory provision for the holding of individ of the board, which can potentially positivel	mendments under sepa current regulations; an lual director elections, a	arate items; * The proposed an d * Among the proposed chang as an option to slate elections,	nendments are mostly ges, the company included a	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
8	Amend Articles 23 and 24 Re: Candidates for the Board of Directors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these re proposed changes and has presented the ar administrative in nature in compliance with statutory provision for the holding of individ of the board, which can potentially positivel	mendments under sep current regulations; a lual director elections,	arate items; * The proposed nd * Among the proposed ch as an option to slate election	amendments are mostly anges, the company included				
9	Amend Articles Re: Other Adjustments	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes and has presented the amendments under separate items; * The proposed amendments are mostly administrative in nature in compliance with current regulations; and * Among the proposed changes, the company included a statutory provision for the holding of individual director elections, as an option to slate elections, to be decided at the discretion of the board, which can potentially positively impact the company's governance practices.							
10	Consolidate Bylaws	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes and has presented the amendments under separate items; * The proposed amendments are mostly administrative in nature in compliance with current regulations; and * Among the proposed changes, the company included a statutory provision for the holding of individual director elections, as an option to slate elections, to be decided at the discretion of the board, which can potentially positively impact the company's governance practices.							

B3 SA-Brasil, Bolsa, Balcao

Meeting Date: 04/27/2023	Country: Brazil	Ticker: B3SA3
Record Date:	Meeting Type: Annual	
Primary Security ID: P1909G107		

						Shares Voted: 48,600
Proposal Number	Proposal Text	Proponent	Mgmt Rec		ting licy c	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	r	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	r	For
3	Fix Number of Directors at 11	Mgmt	For	For	r	For
4	Elect Directors	Mgmt	For	For	r	For
5	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Ag	ainst	Against
	If Voting FOR on Item 6, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, a using cumulative voting, under the terms of remote voting card issued by the Brazilian S companies. In light of the lack of known con competing nominees (greater number of can proposed management nominees is recomm	Article 141 of the Bra ecurities Regulator (C incerns regarding the indidates than board s	azilian Corporate Law, in accor CVM), and mandatory for all pu- proposed management nomine seats), support FOR the equal of	dance with the rules of the ublicly-traded Brazilian ees, and in the absence of distribution of votes among t	he
7.1	Percentage of Votes to Be Assigned - Elect Ana Dolores Moura Carneiro de Novaes as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, using cumulative voting, under the terms of remote voting card issued by the Brazilian S companies. In light of the lack of known con competing nominees (greater number of can proposed management nominees is recomm	Article 141 of the Bra ecurities Regulator (C incerns regarding the indidates than board s	azilian Corporate Law, in accorr CVM), and mandatory for all pu proposed management nomine seats), support FOR the equal d	dance with the rules of the ublicly-traded Brazilian ees, and in the absence of distribution of votes among t	he
7.2	Percentage of Votes to Be Assigned - Elect Antonio Carlos Quintella as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, using cumulative voting, under the terms of remote voting card issued by the Brazilian S companies. In light of the lack of known con competing nominees (greater number of can proposed management nominees is recomm	Article 141 of the Bra ecurities Regulator (C ncerns regarding the ndidates than board s	azilian Corporate Law, in accor CVM), and mandatory for all pu proposed management nomine seats), support FOR the equal o	dance with the rules of the ublicly-traded Brazilian ees, and in the absence of distribution of votes among t	he
7.3	Percentage of Votes to Be Assigned - Elect Caio Ibrahim David as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, a using cumulative voting, under the terms of remote voting card issued by the Brazilian S companies. In light of the lack of known con competing nominees (greater number of can proposed management nominees is recomm	Article 141 of the Bra ecurities Regulator (C ncerns regarding the ndidates than board s	azilian Corporate Law, in accor CVM), and mandatory for all pu proposed management nomine seats), support FOR the equal o	dance with the rules of the ublicly-traded Brazilian ees, and in the absence of distribution of votes among t	he
7.4	Percentage of Votes to Be Assigned - Elect Claudia de Souza Ferris as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, using cumulative voting, under the terms of remote voting card issued by the Brazilian S companies. In light of the lack of known con competing nominees (greater number of can proposed management nominees is recomm	Article 141 of the Bra ecurities Regulator (C incerns regarding the indidates than board s	azilian Corporate Law, in accorr CVM), and mandatory for all pu proposed management nomine seats), support FOR the equal d	dance with the rules of the ublicly-traded Brazilian ees, and in the absence of distribution of votes among t	he
7.5	Percentage of Votes to Be Assigned - Elect Claudia Farkouh Prado as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, a using cumulative voting, under the terms of remote voting card issued by the Brazilian S companies. In light of the lack of known cor competing nominees (greater number of car proposed management popinges is proposed	Article 141 of the Bra ecurities Regulator (C acerns regarding the ndidates than board s	azilian Corporate Law, in accorr CVM), and mandatory for all pu proposed management nomine seats), support FOR the equal o	dance with the rules of the ublicly-traded Brazilian ees, and in the absence of distribution of votes among t	

proposed management nominees is recommended in light of the 100 percent level of independence (Items 6 and 7.1-7.11).

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
7.6	Percentage of Votes to Be Assigned - Elect Cristina Anne Betts as Independent Director	Mgmt	None	For	For			
	Voting Policy Rationale: Under these items, using cumulative voting, under the terms or remote voting card issued by the Brazilian S companies. In light of the lack of known co competing nominees (greater number of ca proposed management nominees is recomm	f Article 141 of the Bra Securities Regulator (C ncerns regarding the p ndidates than board s	zilian Corporate Law, in acco VM), and mandatory for all p proposed management nomin eats), support FOR the equal	rdance with the rules of the ublicly-traded Brazilian pees, and in the absence of distribution of votes among th				
7.7	Percentage of Votes to Be Assigned - Elect Florian Bartunek as Independent Director	Mgmt	None	For	For			
	Voting Policy Rationale: Under these items, using cumulative voting, under the terms of remote voting card issued by the Brazilian S companies. In light of the lack of known con competing nominees (greater number of ca proposed management nominees is recomm	f Article 141 of the Bra Securities Regulator (C ncerns regarding the p ndidates than board so	zilian Corporate Law, in acco VM), and mandatory for all p proposed management nomin eats), support FOR the equal	rdance with the rules of the ublicly-traded Brazilian pees, and in the absence of distribution of votes among th				
7.8	Percentage of Votes to Be Assigned - Elect Guilherme Affonso Ferreira as Independent Director	Mgmt	None	For	For			
	Voting Policy Rationale: Under these items, using cumulative voting, under the terms of remote voting card issued by the Brazilian S companies. In light of the lack of known co competing nominees (greater number of ca proposed management nominees is recomm	f Article 141 of the Bra Securities Regulator (C ncerns regarding the p ndidates than board s	zilian Corporate Law, in acco VM), and mandatory for all p proposed management nomin eats), support FOR the equal	rdance with the rules of the ublicly-traded Brazilian pees, and in the absence of distribution of votes among th				
7.9	Percentage of Votes to Be Assigned - Elect Mauricio Machado de Minas as Independent Director	Mgmt	None	For	For			
	Voting Policy Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. In light of the lack of known concerns regarding the proposed management nominees, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 100 percent level of independence (Items 6 and 7.1-7.11).							
7.10	Percentage of Votes to Be Assigned - Elect Pedro Paulo Giubbina Lorenzini as Independent Director	Mgmt	None	For	For			
	Voting Policy Rationale: Under these items, using cumulative voting, under the terms or remote voting card issued by the Brazilian S companies. In light of the lack of known co competing nominees (greater number of ca proposed management nominees is recomm	f Article 141 of the Bra Securities Regulator (C ncerns regarding the p ndidates than board so	zilian Corporate Law, in acco VM), and mandatory for all p proposed management nomin eats), support FOR the equal	rdance with the rules of the ublicly-traded Brazilian pees, and in the absence of distribution of votes among th				
7.11	Percentage of Votes to Be Assigned - Elect Rodrigo Guedes Xavier as Independent Director	Mgmt	None	For	For			
	Voting Policy Rationale: Under these items, using cumulative voting, under the terms of remote voting card issued by the Brazilian S companies. In light of the lack of known co competing nominees (greater number of ca proposed management nominees is recomm	f Article 141 of the Bra Securities Regulator (C ncerns regarding the p ndidates than board so	zilian Corporate Law, in acco VM), and mandatory for all p proposed management nomin eats), support FOR the equal	rdance with the rules of the ublicly-traded Brazilian nees, and in the absence of distribution of votes among th				
8	Approve Remuneration of Company's Management	Mgmt	For	For	For			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	For
10	Elect Fiscal Council Members	Mgmt	For	For	For
11	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against
12	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	For

BP Plc

Meeting Date: 04/27/2023	Country: United Kingdom	Ticker: BP
Record Date: 04/25/2023	Meeting Type: Annual	
Primary Security ID: G12793108		

				Sh	nares Voted: 355,753
Proposal Number	Proposal Text	Proponent	Mgmt Rec	•	ote nstruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For Fo)r
2	Approve Remuneration Report	Mgmt	For	For Ag	gainst
3	Approve Remuneration Policy	Mgmt	For	For Fo	or
4	Re-elect Helge Lund as Director	Mgmt	For	For Fo	or
	Voting Policy Rationale: A vote FOR these of	candidates is warrante	ed as no significant concerns ha	ve been identified.	
5	Re-elect Bernard Looney as Director	Mgmt	For	For Fo)r
	Voting Policy Rationale: A vote FOR these of	candidates is warrante	ed as no significant concerns ha	ve been identified.	
6	Re-elect Murray Auchincloss as Director	Mgmt	For	For Fo)r
	Voting Policy Rationale: A vote FOR these of	candidates is warrante	ed as no significant concerns ha	ve been identified.	
7	Re-elect Paula Reynolds as Director	Mgmt	For	For Al	bstain
	Voting Policy Rationale: A vote FOR these of	candidates is warrante	ed as no significant concerns hav	ve been identified.	
8	Re-elect Melody Meyer as Director	Mgmt	For	For Al	bstain
	Voting Policy Rationale: A vote FOR these of	candidates is warrante	ed as no significant concerns ha	ve been identified.	
9	Re-elect Tushar Morzaria as Director	Mgmt	For	For Fo)r
	Voting Policy Rationale: A vote FOR these of	candidates is warrante	ed as no significant concerns ha	ve been identified.	
10	Re-elect Sir John Sawers as Director	Mgmt	For	For Fo)r
	Voting Policy Pationale: A vote FOP these	candidates is warrants	d as no significant concerns ha	ve been identified	

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

BP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction				
11	Re-elect Pamela Daley as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.								
12	Re-elect Karen Richardson as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted	d as no significant concerns ha	ave been identified.					
13	Re-elect Johannes Teyssen as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted	l as no significant concerns ha	ave been identified.					
14	Elect Amanda Blanc as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted	l as no significant concerns ha	ave been identified.					
15	Elect Satish Pai as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted	d as no significant concerns ha	ave been identified.					
16	Elect Hina Nagarajan as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.								
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				
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted	d because the proposed amou	ints and durations are within					
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these re recommended limits.	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.							
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted	d because the proposed amou	ints and durations are within					
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				
	Shareholder Proposal	Mgmt							
25	Approve Shareholder Resolution on Climate Change Targets	SH	Against	Against	Abstain				

Centrais Eletricas Brasileiras SA

Meeting Date: 04/27/2023	Country: Brazil	Ticker: ELET6
Record Date:	Meeting Type: Annual	
Primary Security ID: P22854106		

Centrais Eletricas Brasileiras SA

					Shares Voted: 13,536,217		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For		
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For		
3	Approve Remuneration of Company's Management, Fiscal Council, and Advisory Committees	Mgmt	For	For	For		
4	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	For		
	Shareholders Must Vote For Only Five of the Candidates Under Items 5.1 to 5.6	Mgmt					
5.1	Elect Olivier Michel Colas as Fiscal Council Member and Marcos Tadeu de Siqueira as Alternate Appointed by Shareholder	SH	None	For	For		
	Voting Policy Rationale: The company discle qualified, due to the greater number of non FOR incumbent nominees presented under the performance of the proposed nominees council candidates appear to have had reas vote is recommended for Item 5.4 in light o	ninees than fiscal counc Items 5.3 and 5.6 is rec * Support FOR Items onable experience serve	il seats, vote recommendations commended in light of the lack 5.1, 5.2, and 5.5 is recommend ing as either board and/or fisca	s are as follows: * Support of known concerns regard ded as the proposed fiscal al council members. * ABST	ing		
5.2	Elect Jose Raimundo dos Santos as Fiscal Council Member and Paulo Roberto Bellentani Brandao as Alternate Appointed by Shareholder	SH	None	For	For		
	Voting Policy Rationale: The company disclosed competing fiscal council nominees. Although all nominees appear to be well qualified, due to the greater number of nominees than fiscal council seats, vote recommendations are as follows: * Support FOR incumbent nominees presented under Items 5.3 and 5.6 is recommended in light of the lack of known concerns regarding the performance of the proposed nominees. * Support FOR Items 5.1, 5.2, and 5.5 is recommended as the proposed fiscal council candidates appear to have had reasonable experience serving as either board and/or fiscal council members. * ABSTAIN vote is recommended for Item 5.4 in light of the greater number of nominees than fiscal council seats.						
5.3	Elect Carlos Eduardo Teixeira Taveiros as Fiscal Council Member and Rochana Grossi Freire as Alternate Appointed by Shareholder	SH	None	For	For		
	Voting Policy Rationale: The company discle qualified, due to the greater number of non FOR incumbent nominees presented under the performance of the proposed nominees council candidates appear to have had reas vote is recommended for Item 5.4 in light o	ninees than fiscal counc Items 5.3 and 5.6 is rea * Support FOR Items onable experience serve	il seats, vote recommendations commended in light of the lack 5.1, 5.2, and 5.5 is recommend ing as either board and/or fisca	s are as follows: * Support of known concerns regard ded as the proposed fiscal al council members. * ABST	ing		
5.4	Elect Francisco O. V. Schmitt as Fiscal Council Member and Roberto Lamb as Alternate Appointed by Shareholder	SH	None	Abstain	Abstain		
	Voting Policy Rationale: The company discle qualified, due to the greater number of non FOR incumbent nominees presented under the performance of the proposed nominees council candidates appear to have had reas vote is recommended for Item 5.4 in light o	ninees than fiscal counc Items 5.3 and 5.6 is rec * Support FOR Items onable experience servi	ill seats, vote recommendations commended in light of the lack 5.1, 5.2, and 5.5 is recommend ing as either board and/or fisca	s are as follows: * Support of known concerns regard ded as the proposed fiscal al council members. * ABST	ing		

vote is recommended for Item 5.4 in light of the greater number of nominees than fiscal council seats.

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
5.5	Elect Marcelo Souza Monteiro as Fiscal Council Member and Ricardo Bertucci as Alternate Appointed by Shareholder	SH	None	For	For	
	Voting Policy Rationale: The company disclose qualified, due to the greater number of nomin FOR incumbent nominees presented under Ite the performance of the proposed nominees. * council candidates appear to have had reason vote is recommended for Item 5.4 in light of t	ees than fiscal council seat oms 5.3 and 5.6 is recomm Support FOR Items 5.1, 5 able experience serving as	ts, vote recommendations are as follows ended in light of the lack of known conc .2, and 5.5 is recommended as the prop either board and/or fiscal council memu	s: * Support cerns regardi posed fiscal	5	
5.6	Elect Marcos Barbosa Pinto as Fiscal Council Member and Rafael Rezende Brigolini as Alternate Appointed by Shareholder	SH	None	For	For	
	Voting Policy Rationale: The company disclosed competing fiscal council nominees. Although all nominees appear to be well qualified, due to the greater number of nominees than fiscal council seats, vote recommendations are as follows: * Support FOR incumbent nominees presented under Items 5.3 and 5.6 is recommended in light of the lack of known concerns regarding the performance of the proposed nominees. * Support FOR Items 5.1, 5.2, and 5.5 is recommended as the proposed fiscal council candidates appear to have had reasonable experience serving as either board and/or fiscal council members. * ABSTAIN vote is recommended for Item 5.4 in light of the greater number of nominees than fiscal council seats.					
CRH Plc						

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

					Shares Voted: 39,484
Proposal 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
	Voting Policy Rationale: A vote FOR these c	andidates is warranted	as no significant concerns h	ave been identified.	
4b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these of	randidates is warranted	as no significant concerns h	nave been identified.	
4c	Re-elect Richard Fearon as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these of	randidates is warranted	as no significant concerns h	nave been identified.	
4d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these of	randidates is warranted	as no significant concerns h	nave been identified.	
4e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these of	randidates is warranted	as no significant concerns h	nave been identified.	
4f	Elect Badar Khan as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these of	andidates is warranted	as no significant concerns h	ave been identified.	

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

CRH Pic

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
4g	Re-elect Lamar McKay as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these c	andidates is warranted	l as no significant concerns	have been identified.		-
4h	Re-elect Albert Manifold as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these c	andidates is warranted	l as no significant concerns	have been identified.		-
4i	Re-elect Jim Mintern as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these c	andidates is warranted	l as no significant concerns	have been identified.		-
4j	Re-elect Gillian Platt as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these c	andidates is warranted	l as no significant concerns	have been identified.		-
4k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these c	andidates is warranted	l as no significant concerns	have been identified.		-
41	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these c	andidates is warranted	l as no significant concerns	have been identified.		-
4m	Elect Christina Verchere as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these c	andidates is warranted	l as no significant concerns	have been identified.		-
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	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed am	ounts and durations are within		
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	d because the proposed am	ounts and durations are within		_
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For	

Dalata Hotel Group Plc

Meeting Date: 04/27/2023	Country: Ireland	Ticker: DHG
Record Date: 04/23/2023	Meeting Type: Annual	
Primary Security ID: G2630L100		

					Shares Voted: 218,535	
Proposal 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	

Dalata Hotel Group Plc

4a Re-elect. John Hannessy as Director Mgmt For For For Velorign Publicy Rationale - A vote FOR the re-election of John Hennessy. Jormat Convelue, Elizabeth McMelian, Cathriana - Indulana, Gevaises Slowey, Shane Casserly and Card Phelin is warranted because no significant concerns have been identified. 4b Re-elect Dermot Convelue as Director Mgmt For For For 4c Re-elect Dermot Convelue as Director Mgmt For For For 4c Re-elect Cathriton Hallahan, Gevaise Slowey, Shane Casserly and Card Phelin is warranted because no significant concerns have been identified. 4d Re-elect Cathritona Hallahan as Mgmt For For For 4d Re-elect Cathritona Hallahan as Mgmt For	Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
Halkan, Genasies Slowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. 4b Re-elect Dermod Convely as Director Mgmt For For For 740 (and the convely as Director Mgmt For For For For 740 (and the convely is provided in the endection of John Hennessy, Dermot Convely, Elizabeth McMeikan, Cathriona For For For 740 (and the convely is provided in the endection of John Hennessy, Dermot Convely, Elizabeth McMeikan, Cathriona For For For 740 (and the convely is provided in the endection of John Hennessy, Dermot Convely, Elizabeth McMeikan, Cathriona For For For 740 (and the convel is provided in the endection of John Hennessy, Dermot Convely, Elizabeth McMeikan, Cathriona For For 740 (and the convel is lowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. For For 740 (and the convel is lowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. For For 740 (and the convel is lowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. For For 740 (and the convel is lowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. <td>4a</td> <td>Re-elect John Hennessy as Director</td> <td>Mgmt</td> <td>For</td> <td>For</td> <td>For</td> <td></td>	4a	Re-elect John Hennessy as Director	Mgmt	For	For	For			
Voting Policy Rationale: A vote POR the re-election of John Hermessy, Dermot Cowley, Elizabeth McMelkan, Cathriona Hallshan, Gervake Slowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. fc Re-elect Elizabeth McMelkian as Director Mgmt For For For 4d Re-elect Chrinon Hallshan, Gervake Slowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. 4d Re-elect Chrinon Hallshan as Mgmt For For For 4d Re-elect Chrinon Hallshan as Mgmt For For For 4d Re-elect Chrinon Hallshan as Mgmt For For For 4d Re-elect Chrinon Hallshan as Mgmt For For For 4e Re-elect Chrinon Hallshan as Mgmt For For For 4f Re-elect Gervales Slowey as Director Mgmt For For For 4f Re-elect Carvale Slowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. 4f Re-elect Carvale Slowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified.					-	fied.			
Halahan, Genaise Slowey, Share Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4c Re-elect Elizabeth McMelkan as Mgmt For For For Voting Policy Rationale: A vote FOR the re-election of John Hernessy, Dermot Crowley, Elizabeth McMelkan, Cathriona Halahan, Genaise Slowey, Share Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4d Re-elect Cathrional:: A vote FOR the re-election of John Hernessy, Dermot Crowley, Elizabeth McMelkan, Cathriona Halahan, Genaise Slowey, Share Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4e Re-elect Garviaes Slowey, Share Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4e Re-elect Garviaes Slowey, Share Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4e Re-elect Garviaes Slowey, Share Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4f Re-elect Garviaes Slowey, Share Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4f Re-elect Garviaes Slowey, Share Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4f Re-elect Garviae Slowey, Share Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4f Re-elect Carol Phelan as Director Mgmt </td <td>4b</td> <td>Re-elect Dermot Crowley as Director</td> <td>Mgmt</td> <td>For</td> <td>For</td> <td>For</td> <td></td>	4b	Re-elect Dermot Crowley as Director	Mgmt	For	For	For			
Director Victing Policy Rationale: A vote FOR the re-election of John Hennessy, Dermot Crowley, Elizabeth McMelkan, Cathriona Hallahan, Genaise Slowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. 4d Re-elect Cathriona Hallahan as Mgmt For For For 4d Re-elect Cathriona Carol Phelan is waranted because no significant concerns have been identified. For For For 4e Re-elect Gervaise Slowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. For For 4e Re-elect Gervaise Slowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. For 4f Re-elect Gervaise Slowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. For 4f Re-elect Gervaise Slowey, Shane Casserly and Carol Phelan is waranted because no significant concerns have been identified. 4f Re-elect Casserly as Director Mgmt For For For 4f Re-elect Carol Phelan as Director Mgmt For For For 4g Re-elect Carol Phelan as Director Mgmt For For For 5 Auth						fied.			
Halahan, Genaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4d Re-elect Cathriona Hallahan as price tor is bin Hennessy. Dermot Crowley, Elizabeth McMekkan, Cathriona Hallahan, Genaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4e Re-elect Genaise Slowey as Director Mgmt For For 4f Re-elect Genaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4f Re-elect Shane Casserly as Director Mgmt For For 4f Re-elect Canol Phelan as Director Mgmt For For 4f Re-elect Canol Phelan as Director Mgmt For For 4g Re-elect Canol Phelan as Director Mgmt For For 4g Re-elect Canol Phelan as Director Mgmt For For 5 Authorise Board to Fix Remuneration Mgmt For For For 5 Authorise Easue of Equity without Mgmt For For For 6 Authorise Easue of Equity without Mgmt For For For 7 Authorise Easue of Equity w	4c		Mgmt	For	For	For			
Director Vieting Policy Rationale: A vote FOR the re-election of John Hennessy, Dermot Cowley, Elizabeth McMelan, Cathriona Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4e Re-elect Gervaise Slowey as Director Mgmt For For For For 4f Re-elect Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified. For					-	fied.			
4 Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4e Re-elect Gervaise Slowey as Director Mgmt For For For 4f Re-elect Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified. For For For 4f Re-elect Shane Casserly as Director Mgmt For For For 4f Re-elect Shane Casserly as Director Mgmt For For For 4g Re-elect Carol Phelan as Director Mgmt For For For For 4g Re-elect Carol Phelan as Director Mgmt For F	4d		Mgmt	For	For	For			
Voting Policy Rationale: A vote FOR the re-election of John Hennessy, Dermot Crowley, Elizabeth McMelkan, Cathriona Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4f Re-elect Shane Casserly as Director Mgmt For For For 4g Re-elect Carol Phelan as Director Mgmt For For For 4g Re-elect Carol Phelan as Director Mgmt For For For 5 Authorise Board to Fix Remuneration Mgmt For For For 6 Authorise Issue of Equity Mgmt For For For 7 Authorise Issue of Equity without Mgmt For For For 8 Authorise Issue of Equity without Mgmt For For For 8 Authorise Issue of Equity without Mgmt For For For 8 Authorise Issue of Equity without Mgmt For For For 8 Authorise Issue of Equity without Mgmt For For For 7 Authorise Issue of Equity without Mgmt For For						fied.			
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Voting Policy Rationale: A vote FOR the re-election of John Hennessy, Dermot Crowley, Elizabeth McMeikan, Cathriona 4g Re-elect Carol Phelan as Director Mgmt For For 4g Re-elect Carol Phelan as Director Mgmt For For 7 Authorise Issue of Equity Mgmt For For 7 Authorise Issue of Equity without Mgmt For For 8 Authorise Issue of Equity without Mgmt For For 8 Authorise Issue of Equity without Mgmt For For 9 Authorise Issue of Capital intercent on Withie Recent and Unitations and Unitations are within recommended limits. For For									
Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified. 4g Re-elect Carol Phelan as Director Mgmt For For For For 4g Re-elect Carol Phelan as Director Mgmt For For For For For 5 Authorise Board to Fix Remuneration of Auditors Mgmt For For For For 6 Authorise Issue of Equity Mgmt For For For For 7 Authorise Issue of Equity without recommended limits. Mgmt For For For For 7 Authorise Issue of Equity without recommended limits. Mgmt For For For For 8 Authorise Issue of Equity without recommended limits. Mgmt For For For For 8 Authorise Issue of Equity without recommended limits. Mgmt For For For For 9 Authorise Issue of Equity without recommended limits. Mgmt For For For For 9 Authorise Issue of Equity without recommended limits. Authorise Iss	4f	Re-elect Shane Casserly as Director	Mgmt	For	For	For			
Voting Policy Rationale: A vote FOR these resolutions is warranted because no significant concerns have been identified. 5 Authorise Board to Fix Remuneration of Auditors Mgmt For For For 6 Authorise Issue of Equity Mgmt For For For 7 Authorise Issue of Equity without recommended limits. Mgmt For For For 7 Authorise Issue of Equity without recommended limits. Mgmt For For For 8 Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Mgmt For For For 8 Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Mgmt For For For 9 Authorise Market Purchase of Ordinary Mgmt For For For For									
Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified. 5 Authorise Board to Fix Remuneration of Auditors Mgmt For For For 6 Authorise Issue of Equity Mgmt For For For 7 Authorise Issue of Equity without Pre-emptive Rights Mgmt For For For 7 Authorise Issue of Equity without Pre-emptive Rights Mgmt For For For 8 Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Mgmt For For For 9 Authorise Market Purchase of Ordinary Mgmt For For For For	4g	Re-elect Carol Phelan as Director	Mgmt	For	For	For			
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Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. Authorise Issue of Equity without Mgmt For For For Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. For For Authorise Issue of Equity without Mgmt For For For Authorise Issue of Equity without Mgmt For For For Authorise Issue of Equity without Mgmt For For For Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Mgmt For For For Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within an Acquisition or Other Capital Investment Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within an Acquisition or Other Capital Investment 9 Authorise Market Purchase of Ordinary Mgmt For For For	5		Mgmt	For	For	For			
7 Authorise Issue of Equity without Mgmt For For For 7 Authorise Issue of Equity without Mgmt For For For 8 Authorise Issue of Equity without Mgmt For For For 8 Authorise Issue of Equity without Mgmt For For For 9 Authorise Issue of Equity without Mgmt For For For 9 Authorise Issue of Equity without Mgmt For For For	6	Authorise Issue of Equity	Mgmt	For	For	For			
Pre-emptive Rights Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. 8 Authorise Issue of Equity without Mgmt For For For Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Mgmt For For For Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within an Acquisition or Other Capital Investment Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. For For 9 Authorise Market Purchase of Ordinary Mgmt For For For									
8 Authorise Issue of Equity without Mgmt For For For 8 Authorise Issue of Equity without Mgmt For For For 9 Authorise Market Purchase of Ordinary Mgmt For For For 9 Authorise Market Purchase of Ordinary Mgmt For For For	7	. ,	Mgmt	For	For	For			
Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits. 9 Authorise Market Purchase of Ordinary Mgmt For For For		······································							
9 Authorise Market Purchase of Ordinary Mgmt For For	8	Pre-emptive Rights in Connection with an Acquisition or Other Capital	Mgmt	For	For	For			
, 5			esolutions is warranted	because the proposed amoun	nts and durations are within				
	9		Mgmt	For	For	For			
10 Authorise Re-allotment of Treasury Mgmt For For For Shares Shares Shares Shares Shares Shares	10		Mgmt	For	For	For			
11 Authorise the Company to Call General Mgmt For For For Meeting with Two Weeks' Notice Mgmt For For For	11		Mgmt	For	For	For			

Flutter Entertainment Plc

Meeting Date: 04/27/2023 Record Date: 04/23/2023 Primary Security ID: G3643J108 Country: Ireland Meeting Type: Annual Ticker: FLTR

					Shares Voted: 10,979			
oposal umber	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			
4A	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 4A A vote F Edgecliffe-Johnson served as audit comm on 23 September 2019. The FRC, the UK Cook Group plc. The main reason for sup its outcome is pending. Items 4B – 5J A v	ittee member at Thomas C s regulatory body for audit port is: * The FRC's investi	Cook Group plc, which enter t, has launched an investiga igation into Thomas Cook G	red into compulsory liquidatic ation into the collapse of Tho Froup plc remains ongoing an	mas nd			
4B	Elect Carolan Lennon as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 4A A vote F Edgecliffe-Johnson served as audit comm on 23 September 2019. The FRC, the UK Cook Group plc. The main reason for sup its outcome is pending. Items 4B – 5J A v	ittee member at Thomas C s regulatory body for audit port is: * The FRC's investi ote FOR these Directors is	Cook Group plc, which enter , has launched an investiga igation into Thomas Cook G , warranted as no significan	red into compulsory liquidatic ation into the collapse of Tho Group plc remains ongoing an t concerns have been identifi	mas od ied.			
A	Re-elect Nancy Cruickshank as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 4A A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending. Items 4B – 5J A vote FOR these Directors is warranted as no significant concerns have been identified.							
	Re-elect Nancy Dubuc as Director	Mgmt	For	For	FUI			
	Voting Policy Rationale: Item 4A A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending. Items 4B – 5J A vote FOR these Directors is warranted as no significant concerns have been identified.							
C	Re-elect Richard Flint as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 4A A vote F Edgecliffe-Johnson served as audit comm on 23 September 2019. The FRC, the UK Cook Group plc. The main reason for sup its outcome is pending. Items 4B – 5J A v	ittee member at Thomas C s regulatory body for audit port is: * The FRC's investi	Cook Group plc, which enter t, has launched an investiga igation into Thomas Cook G	red into compulsory liquidatic ation into the collapse of Tho Froup plc remains ongoing an	Vote Instruction For For For For as d. For as			
5D	Re-elect Alfred Hurley Jr as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 4A A vote F Edgecliffe-Johnson served as audit comm on 23 September 2019. The FRC, the UK Cook Group plc. The main reason for sup its outcome is pending. Items 4B – 5J A v	ittee member at Thomas C s regulatory body for audit port is: * The FRC's investi	Cook Group plc, which enter , has launched an investiga igation into Thomas Cook G	red into compulsory liquidatic tion into the collapse of Tho Froup plc remains ongoing an	mas nd			

Flutter Entertainment Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
5E	Re-elect Peter Jackson as Director	Mgmt	For	For	For	
	Voting Policy Rationale: Item 4A A vote FOI Edgecliffe-Johnson served as audit committ on 23 September 2019. The FRC, the UK's I Cook Group plc. The main reason for suppo its outcome is pending. Items 4B – 5J A vot	ee member at Thomas regulatory body for au rt is: * The FRC's inve	Cook Group plc, which enter dit, has launched an investiga stigation into Thomas Cook G	ed into compulsory liquidatic tion into the collapse of Tho roup plc remains ongoing an	mas d	
5F	Re-elect Holly Koeppel as Director	Mgmt	For	For	Instruction For tion nomas and tified. For tion homas and tified. For for tified. For For tified. For For Tor tified. For For tified. For For tifi	
	Voting Policy Rationale: Item 4A A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending. Items 4B – 5J A vote FOR these Directors is warranted as no significant concerns have been identified.					
5G	Re-elect David Lazzarato as Director	Mgmt	For	For	For	
	Voting Policy Rationale: Item 4A A vote FOI Edgecliffe-Johnson served as audit committ on 23 September 2019. The FRC, the UK's I Cook Group plc. The main reason for suppo its outcome is pending. Items 4B – 5J A vol	ee member at Thomas regulatory body for aud rt is: * The FRC's inve	Cook Group plc, which enter dit, has launched an investiga stigation into Thomas Cook G	ed into compulsory liquidatic tion into the collapse of Tho roup plc remains ongoing an	Instruction For as / For For For For For For For For	
5H	Re-elect Gary McGann as Director	Mgmt	For	For	For	
	Voting Policy Rationale: Item 4A A vote FOI Edgecliffe-Johnson served as audit committ on 23 September 2019. The FRC, the UK's I Cook Group plc. The main reason for suppo its outcome is pending. Items 4B – 5J A vot	ee member at Thomas regulatory body for au rt is: * The FRC's inve re FOR these Directors	Cook Group plc, which enter dit, has launched an investiga stigation into Thomas Cook G is warranted as no significant	ed into compulsory liquidatic tion into the collapse of Thoi roup plc remains ongoing an concerns have been identifi	mas d ied.	
51	Re-elect Atif Rafiq as Director	Mgmt	For	For	Instruction For	
	Voting Policy Rationale: Item 4A A vote FOI Edgecliffe-Johnson served as audit committ on 23 September 2019. The FRC, the UK's I Cook Group plc. The main reason for suppo its outcome is pending. Items 4B – 5J A vol	ee member at Thomas regulatory body for aud rt is: * The FRC's inve	cook Group plc, which enter dit, has launched an investiga stigation into Thomas Cook G	ed into compulsory liquidatic tion into the collapse of Tho roup plc remains ongoing an		
5J	Re-elect Mary Turner as Director	Mgmt	For	For	cy Vote Instruction For idation f Thomas ing and dentified. For if ation f Thomas ing and dentified. For For if ation f Thomas ing and dentified. For	
	Voting Policy Rationale: Item 4A A vote FOI Edgecliffe-Johnson served as audit committ on 23 September 2019. The FRC, the UK's I Cook Group plc. The main reason for suppo its outcome is pending. Items 4B – 5J A vot	ee member at Thomas regulatory body for aud rt is: * The FRC's inve	Cook Group plc, which enter dit, has launched an investiga stigation into Thomas Cook G	ed into compulsory liquidatic tion into the collapse of Tho roup plc remains ongoing an		
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	
7	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	
8	Authorise Issue of Equity	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these r recommended limits.	esolutions is warranted	d because the proposed amou	nts and durations are within		
9A	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed amou	nts and durations are within		
9B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these r	esolutions is warranted	l because the proposed amou	nts and durations are within		

Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Flutter Entertainment Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
11	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
12	Approve Long Term Incentive Plan	Mgmt	For	For	For
13	Amend Restricted Share Plan	Mgmt	For	For	For
14	Adopt New Articles of Association	Mgmt	For	For	For

Fuyao Glass Industry Group Co., Ltd.

Meeting Date: 04/27/2023	Country: China	Ticker: 3606
Record Date: 04/18/2023	Meeting Type: Annual	
Primary Security ID: Y2680G100		

					Shares Voted: 461,200				
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction				
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt							
1	Approve Work Report of the Board of Directors	Mgmt	For	For	For				
	Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statuments, and statutory reports, a vote FOR these resolutions is warranted.								
2	Approve Work Report of the Board of Supervisors	Mgmt	For	For	For				
	Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.								
3	Approve Final Financial Report	Mgmt	For	For	For				
	Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.								
4	Approve Profit Distribution Plan	Mgmt	For	For	For				
5	Approve Annual Report and Its Summary	Mgmt	For	For	For				
	Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.								
6	Approve PricewaterhouseCoopers Zhong Tian LLP (Special General Partnership) as Domestic Audit Institution and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For				
	Vating Palicy Patianalas A vata 500 than	nunnanda in unnu	airen the channel of any line						

Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firms, their remunerations, and the ways the audit were conducted.

Fuyao Glass Industry Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
7	Approve PricewaterhouseCoopers as Overseas Audit Institution and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p firms, their remunerations, and the ways th		· · · ·	own issues concerning the au	dit	
8	Approve Duty Report of Independent Non-Executive Directors	Mgmt	For	For	For	
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR these res	,	erning the company's audited	l accounts, financial statemen	ts,	
9	Approve Maintenance of Liability Insurance for Directors, Supervisors and Senior Management	Mgmt	For	For	For	
10	Approve Issuance of Medium-term Notes	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p of proceeds.	roposals is warranted g	given the reasons stated by t	the board and the intended us	5e	
11	Approve Issuance of Ultra Short-Term Financing Bonds	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p of proceeds.	roposals is warranted g	given the reasons stated by t	the board and the intended us	5e	

Hapvida Participacoes e Investimentos SA

Meeting Date: 04/27/2023	Country: Brazil	Ticker: HAPV3
Record Date:	Meeting Type: Annual	
Primary Security ID: P5R526106		

					Shares Voted: 98,720,333	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For	
2	Approve Remuneration of Company's Management	Mgmt	For	Against	Against	
	Voting Policy Rationale: There are concerns global remuneration caps, since its merger information and a compelling rationale. A vo	with Notre Dame Interi	medica Participacoes, in 202		the	
3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	

Hapvida Participacoes e Investimentos SA

Meeting Date: 04/27/2023	Country: Brazil	Ticker: HAPV3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P5R526106	Shareholders	

Hapvida Participacoes e Investimentos SA

Shares Voted: 93,341,336

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Directors	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.

Helios Towers Plc

Meeting Date: 04/27/2023	Country: United Kingdom	Ticker: HTWS
Record Date: 04/25/2023	Meeting Type: Annual	
Primary Security ID: G4431S102		

					Shares Voted: 1,356	
Proposal 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	For	
	Voting Policy Rationale: A vote AGAINST th Committee awarded a discretionary uplift to * The discretionary uplift is substantial and	o vesting of the LTIPs g	ranted in FY2020: * The timi			
3	Approve Remuneration Policy	Mgmt	For	For	For	
4	Re-elect Sir Samuel Jonah as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns have	e been identified.		
5	Re-elect Thomas Greenwood as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns have	e been identified.		
6	Re-elect Manjit Dhillon as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns have	e been identified.		
7	Re-elect Magnus Mandersson as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns have	e been identified.		
8	Re-elect Alison Baker as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns have	e been identified.		
9	Re-elect Richard Byrne as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns have	e been identified.		
10	Re-elect Helis Zulijani-Boye as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns have	e been identified.		
11	Re-elect Temitope Lawani as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns have	e been identified.		

Helios Towers Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
12	Re-elect Sally Ashford as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	Directors is warranted a	s no significant concerns h	ave been identified.		
13	Re-elect Carole Wamuyu Wainaina as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	Directors is warranted a	s no significant concerns h	ave been identified.		
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	
17	Authorise Issue of Equity	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed am	ounts and durations are within		
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed am	ounts and durations are within		
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed am	ounts and durations are within		•
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	

Kerry Group Plc

Meeting Date: 04/27/2023	Country: Ireland	Ticker: KRZ
Record Date: 04/23/2023	Meeting Type: Annual	
Primary Security ID: G52416107		

					Shares Voted: 13,240	
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 Final Dividend	Mgmt	For	For	For	
3a	Elect Patrick Rohan as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these	e Directors is warranted as	no significant concerns ha	ave been identified.		
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For	

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

Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
4b	Re-elect Hugh Brady as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
4c	Re-elect Fiona Dawson as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	no significant concerns have	been identified.				
4d	Re-elect Karin Dorrepaal as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	no significant concerns have	been identified.				
4e	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	no significant concerns have	been identified.				
4f	Re-elect Michael Kerr as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	no significant concerns have	been identified.				
4g	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	no significant concerns have	been identified.				
4h	Re-elect Tom Moran as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	-						
4i	Re-elect Christopher Rogers as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	no significant concerns have	been identified.				
4j	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	no significant concerns have	been identified.				
4k	Re-elect Jinlong Wang as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	no significant concerns have	been identified.				
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			
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted b	ecause the proposed amoun	nts and durations are within				
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted b	ecause the proposed amoun	ts and durations are within				
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted b	ecause the proposed amoun	nts and durations are within				
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For			
12	Approve Employee Share Plan	Mgmt	For	For	For			

Meeting Date: 04/27/2023 Record Date: 03/31/2023 Primary Security ID: P78331140 Country: Brazil Meeting Type: Annual Ticker: PETR4

					Shares Voted: 2,339,61	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Meeting for ADR Holders	Mgmt				
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For	
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	
3	Elect Directors	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST the considered ineligible by the company's Pers presented all candidates under a single age Minority shareholders have presented incun	onnel Committee and/o nda item, preventing sh	r by the current board of d pareholder from voting on e	irectors; * The company has pach nominee individually; and	*	
4	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against	
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	For	For	
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) for eight board seats up for election at this upcoming EGM. The vote recommendations for these agenda items are as follows: * Item 5: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under this election scenario. * Items 6.1-6.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 6.9 and 6.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.					
6.1	Percentage of Votes to Be Assigned - Elect Pietro Adamo Sampaio Mendes as Independent Director	Mgmt	None	Abstain	Abstain	
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. Petrobras disclosed 10 candidat board seats up for election at this upcoming FOR the request of cumulative voting in ligi election scenario. * Items 6.1-6.8: ABSTAII shareholders' nominees. * Items 6.9 and 6. ordinary shareholders.	of Article 141 of the Bi Recurities Regulator (CV, es (eight appointed by i a EGM. The vote recomm at of the timely disclosui I from the management	azilian Corporate Law, in a M), and mandatory for all µ management and two by m nendations for these agenc re of minority shareholders candidates to concentrate	ccordance with the rules of the publicly-traded Brazilian ninority shareholders) for eight ta items are as follows: * Item ' nominees presented under the the votes on the minority	e . 5:	

roposal umber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
6.2	Percentage of Votes to Be Assigned - Elect Jean Paul Terra Prates as Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) for eight board seats up for election at this upcoming EGM. The vote recommendations for these agenda items are as follows: * Item 5: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under this election scenario. * Items 6.1-6.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 6.9 and 6.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.						
6.3	Percentage of Votes to Be Assigned - Elect Efrain Pereira da Cruz as Independent Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, a for the election of directors under the terms remote voting card issued by the Brazilian Sc companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in ligh election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1 ordinary shareholders.	of Article 141 of the L ecurities Regulator (C es (eight appointed by EGM. The vote recon t of the timely disclose from the managemen	Brazilian Corporate Law, in ac VM), and mandatory for all pu v management and two by mi nmendations for these agenda vere of minority shareholders' nt candidates to concentrate u	cordance with the rules of the ublicly-traded Brazilian inority shareholders) for eight a items are as follows: * Item nominees presented under thi the votes on the minority	5:		
6.4	Percentage of Votes to Be Assigned - Elect Vitor Eduardo de Almeida Saback as Independent Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, a for the election of directors under the terms remote voting card issued by the Brazilian So companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in ligh election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1 ordinary shareholders.	of Article 141 of the L ecurities Regulator (C es (eight appointed by EGM. The vote recon t of the timely disclose from the managemen	Brazilian Corporate Law, in ac VM), and mandatory for all pu v management and two by mi nmendations for these agenda ure of minority shareholders' nt candidates to concentrate u	cordance with the rules of the ublicly-traded Brazilian inority shareholders) for eight a items are as follows: * Item nominees presented under thi the votes on the minority	5:		
6.5	Percentage of Votes to Be Assigned - Elect Eugenio Tiago Chagas Cordeiro e Teixeira as Independent Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) for eight board seats up for election at this upcoming EGM. The vote recommendations for these agenda items are as follows: * Item 5: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under this election scenario. * Items 6.1-6.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 6.9 and 6.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.						
6.6	Percentage of Votes to Be Assigned - Elect Bruno Moretti as Independent Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, U for the election of directors under the terms remote voting card issued by the Brazilian Su companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in ligh election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1 ordinary shareholders.	of Article 141 of the L ecurities Regulator (C es (eight appointed by EGM. The vote recon t of the timely disclose from the managemen	Brazilian Corporate Law, in ac VM), and mandatory for all pu management and two by mi mendations for these agenda ure of minority shareholders' nt candidates to concentrate u	cordance with the rules of the ublicly-traded Brazilian inority shareholders) for eight a items are as follows: * Item nominees presented under thi the votes on the minority	5:		

roposal umber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
6.7	Percentage of Votes to Be Assigned - Elect Sergio Machado Rezende as Independent Director	Mgmt	None	Abstain	Abstain			
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) for eight board seats up for election at this upcoming EGM. The vote recommendations for these agenda items are as follows: * Item 5: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under this election scenario. * Items 6.1-6.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 6.9 and 6.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.							
6.8	Percentage of Votes to Be Assigned - Elect Suzana Kahn Ribeiro as Independent Director	Mgmt	None	Abstain	Abstain			
	Voting Policy Rationale: Under these items, of for the election of directors under the terms remote voting card issued by the Brazilian So companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in ligh- election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1 ordinary shareholders.	of Article 141 of the B ecurities Regulator (CV es (eight appointed by EGM. The vote recom t of the timely disclosu from the managemen	Prazilian Corporate Law, in acc (M), and mandatory for all pul management and two by min mendations for these agenda rre of minority shareholders' n t candidates to concentrate th	ordance with the rules of the blicly-traded Brazilian ority shareholders) for eight items are as follows: * Item ominees presented under thi e votes on the minority	5:			
6.9	Percentage of Votes to Be Assigned - Elect Jose Joao Abdalla Filho as Independent Director	SH	None	For	For			
	Voting Policy Rationale: Under these items, to for the election of directors under the terms remote voting card issued by the Brazilian So companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in light election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1 ordinary shareholders.	of Article 141 of the B ecurities Regulator (CV es (eight appointed by EGM. The vote recom t of the timely disclosu from the managemen	Prazilian Corporate Law, in acc (M), and mandatory for all pul management and two by min mendations for these agenda ure of minority shareholders' n t candidates to concentrate th	ordance with the rules of the blicly-traded Brazilian ority shareholders) for eight items are as follows: * Item ominees presented under thi e votes on the minority	5:			
6.10	Voting Policy Rationale: Under these items, v for the election of directors under the terms remote voting card issued by the Brazilian Sc companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in light election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1	of Article 141 of the B ecurities Regulator (CV es (eight appointed by EGM. The vote recom t of the timely disclosu from the managemen	Prazilian Corporate Law, in acc (M), and mandatory for all pul management and two by min mendations for these agenda ure of minority shareholders' n t candidates to concentrate th	ordance with the rules of the blicly-traded Brazilian ority shareholders) for eight items are as follows: * Item ominees presented under thi e votes on the minority	5:			
6.10	Voting Policy Rationale: Under these items, to for the election of directors under the terms remote voting card issued by the Brazilian Sc companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in ligh election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1 ordinary shareholders. Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as	of Article 141 of the B ecurities Regulator (CV es (eight appointed by EGM. The vote recom t of the timely disclosu from the managemen 10: FOR to support the SH the company presents of Article 141 of the B ecurities Regulator (CV es (eight appointed by EGM. The vote recom t of the timely disclosu from the managemen	Prazilian Corporate Law, in acc (M), and mandatory for all pur management and two by min mendations for these agenda ire of minority shareholders' n t candidates to concentrate th incumbent independent nom None shareholders with the option trazilian Corporate Law, in acc (M), and mandatory for all pur management and two by min mendations for these agenda ire of minority shareholders' n t candidates to concentrate th	ordance with the rules of the blicly-traded Brazilian ority shareholders) for eight items are as follows: * Item ominees presented under this e votes on the minority inees presented by minority For to request cumulative voting ordance with the rules of the blicly-traded Brazilian ority shareholders) for eight items are as follows: * Item ominees presented under this re votes on the minority	<i>5:</i> 5 For <i>5:</i>			
	Voting Policy Rationale: Under these items, it for the election of directors under the terms remote voting card issued by the Brazilian Sc companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in light election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1 ordinary shareholders. Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director Voting Policy Rationale: Under these items, it for the election of directors under the terms remote voting card issued by the Brazilian Sc companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in light election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1	of Article 141 of the B ecurities Regulator (CV es (eight appointed by EGM. The vote recom t of the timely disclosu from the managemen 10: FOR to support the SH the company presents of Article 141 of the B ecurities Regulator (CV es (eight appointed by EGM. The vote recom t of the timely disclosu from the managemen	Prazilian Corporate Law, in acc (M), and mandatory for all pur management and two by min mendations for these agenda ire of minority shareholders' n t candidates to concentrate th incumbent independent nom None shareholders with the option trazilian Corporate Law, in acc (M), and mandatory for all pur management and two by min mendations for these agenda ire of minority shareholders' n t candidates to concentrate th	ordance with the rules of the blicly-traded Brazilian ority shareholders) for eight items are as follows: * Item ominees presented under this e votes on the minority inees presented by minority For to request cumulative voting ordance with the rules of the blicly-traded Brazilian ority shareholders) for eight items are as follows: * Item ominees presented under this re votes on the minority	<i>5:</i> 5 For <i>5:</i>			
	 Voting Policy Rationale: Under these items, it for the election of directors under the terms remote voting card issued by the Brazilian Sc. companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in light election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1 ordinary shareholders. Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director Voting Policy Rationale: Under these items, if for the election of directors under the terms remote voting card issued by the Brazilian Sc companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in light election scenario. * Items 6.1-6.8: ABSTAIN shareholders. Elect Pietro Adamo Sampaio Mendes 	of Article 141 of the B ecurities Regulator (CV es (eight appointed by EGM. The vote recom t of the timely disclosu from the managemen 10: FOR to support the SH the company presents of Article 141 of the B ecurities Regulator (CV es (eight appointed by EGM. The vote recom t of the timely disclosu from the managemen 10: FOR to support the Mgmt	Prazilian Corporate Law, in acc (M), and mandatory for all pul- management and two by min- mendations for these agenda- tre of minority shareholders' n t candidates to concentrate the incumbent independent nom None Shareholders with the option trazilian Corporate Law, in acc (M), and mandatory for all pul- management and two by min- mendations for these agenda- tre of minority shareholders' n at candidates to concentrate the incumbent independent nom For because chair nominee Pietro	ordance with the rules of the blicly-traded Brazilian ority shareholders) for eight items are as follows: * Item ominees presented under this e votes on the minority inees presented by minority For to request cumulative voting ordance with the rules of the blicly-traded Brazilian ority shareholders) for eight items are as follows: * Item ominees presented under this e votes on the minority inees presented by minority inees presented by minority Against Adamo Sampaio Mendes wa	5: 5 For 5: 5 S			
6.10 7 8	Voting Policy Rationale: Under these items, it for the election of directors under the terms remote voting card issued by the Brazilian So companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in ligh election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1 ordinary shareholders. Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director Voting Policy Rationale: Under these items, it for the election of directors under the terms remote voting card issued by the Brazilian So companies. Petrobras disclosed 10 candidate board seats up for election at this upcoming FOR the request of cumulative voting in ligh election scenario. * Items 6.1-6.8: ABSTAIN shareholders' nominees. * Items 6.9 and 6.1 ordinary shareholders. Elect Pietro Adamo Sampaio Mendes as Board Chairman Voting Policy Rationale: A vote AGAINST this	of Article 141 of the B ecurities Regulator (CV es (eight appointed by EGM. The vote recom t of the timely disclosu from the managemen 10: FOR to support the SH the company presents of Article 141 of the B ecurities Regulator (CV es (eight appointed by EGM. The vote recom t of the timely disclosu from the managemen 10: FOR to support the Mgmt	Prazilian Corporate Law, in acc (M), and mandatory for all pul- management and two by min- mendations for these agenda- tre of minority shareholders' n t candidates to concentrate the incumbent independent nom None Shareholders with the option trazilian Corporate Law, in acc (M), and mandatory for all pul- management and two by min- mendations for these agenda- tre of minority shareholders' n at candidates to concentrate the incumbent independent nom For because chair nominee Pietro	ordance with the rules of the blicly-traded Brazilian ority shareholders) for eight items are as follows: * Item ominees presented under this e votes on the minority inees presented by minority For to request cumulative voting ordance with the rules of the blicly-traded Brazilian ority shareholders) for eight items are as follows: * Item ominees presented under this e votes on the minority inees presented by minority inees presented by minority Against Adamo Sampaio Mendes wa	5: 5 For 5: 5 S			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
10	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against	
11	Elect Michele da Silva Gonsales Torres as Fiscal Council Member and Aloisio Macario Ferreira de Souza as Alternate Appointed by Minority Shareholder	SH	None	For	For	
12	Approve Remuneration of Company's Management, Fiscal Council, and Statutory Advisory Committees	Mgmt	For	Against	For	
	Voting Policy Rationale: The company's rem and the acceleration of deferred variable re Therefore, a vote AGAINST this item is reco	muneration in the con				
13	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	For	

Petroleo Brasileiro SA

Meeting Date: 04/27/2023	Country: Brazil	Ticker: PETR4
Record Date: 03/31/2023	Meeting Type: Annual	
Primary Security ID: P78331140		

					Shares Voted: 1,456,574
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Preferred ADR Holders	Mgmt			
1	Elect Joao Vicente Silva Machado as Fiscal Council Member and Lucia Maria Guimaraes Cavalcanti as Alternate Appointed by Preferred Shareholder	SH	None	For	For

Prada SpA

Meeting Date: 04/27/2023	Country: Italy	Ticker: 1913
Record Date: 04/25/2023	Meeting Type: Annual/Special	
Primary Security ID: T7733C101		

					Shares Voted: 65,400
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws	Mgmt	For	For	For
	Ordinary Business	Mgmt			

Prada SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	
	Voting Policy Rationale: These items warra concerns with the company's accounts.	nt a vote FOR because	e they are routine requests in It	taly, and there are no specifi	ic	•
2	Approve Allocation of Income	Mgmt	For	For	For	
	Voting Policy Rationale: These items warra concerns with the company's accounts.	nt a vote FOR because	e they are routine requests in Il	taly, and there are no specifi	ic	
3	Elect Patrizio Bertelli as Board Chair	Mgmt	For	For	For	
4a	Elect Andrea Bonini as Director	Mgmt	For	For	For	
	Voting Policy Rationale: These items warra proposed candidates, and no concerns hav		e the company has disclosed th	e name and details of the		
4b	Elect Andrea Guerra as Director	Mgmt	For	For	For	
	Voting Policy Rationale: These items warra proposed candidates, and no concerns hav		e the company has disclosed th	e name and details of the		
5	Approve Terms of Severance Agreement with CEO	Mgmt	For	Against	For	
	Voting Policy Rationale: This item warrants termination payment in favour of the CEO well as the CEO pay structure overall.		,			,
6	Approve Remuneration of Directors	Mgmt	For	Against	For	
	Voting Policy Rationale: This item warrants comparable companies, and the company I			,	Dr.	

Sendas Distribuidora SA

Meeting Date: 04/27/2023	Country: Brazil	Ticker: ASAI3	
Record Date:	Meeting Type: Extraordinary Shareholders		
Primary Security ID: P8T81L100			

					Shares Voted: 9,679,000			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1	Amend Articles	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these r proposed changes; and * The proposed am							
2	Consolidate Bylaws	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these r proposed changes; and * The proposed am	,						
3	Re-Ratify Remuneration of Company's Management for 2022	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST th	Voting Policy Rationale: A vote AGAINST this item is warranted because the re-ratified remuneration cap lacks transparency						

Voting Policy Rationale: A vote AGAINST this item is warranted because the re-ratified remuneration cap lacks transparency regarding key remuneration figures and the company has not provided a compelling rationale for the material increase of 31.5 percent over the previously shareholder-approved 2022 global remuneration cap.

Meeting Date: 04/27/2023 Record Date:

Primary Security ID: P8T81L100

Country: Brazil Meeting Type: Annual Ticker: ASAI3

				Voting	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Fix Number of Directors at Nine	Mgmt	For	For	For
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: Under these items, u		,		
	for the election of directors under the terms remote voting card issued by the Brazilian So companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t recommended in light of the 78 percent leve	ecurities Regulator (CN are warranted for Ite mulative voting reque ent nominees and, in t he equal distribution c	(M), and mandatory for all publi m 4 in the absence of publicly- at presented by shareholders. I he absence of competing nomil f votes among the proposed m	licly-traded Brazilian available information, in light of the lack of known nees (greater number of	
5	remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t	ecurities Regulator (CN are warranted for Ite mulative voting reque ent nominees and, in t he equal distribution c	(M), and mandatory for all publi m 4 in the absence of publicly- at presented by shareholders. I he absence of competing nomil f votes among the proposed m	licly-traded Brazilian available information, in light of the lack of known nees (greater number of	
5	remote voting card issued by the Brazilian S companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t recommended in light of the 78 percent leve	ecurities Regulator (CU are warranted for Ite mulative voting reque ent nominees and, in t the equal distribution o d of independence (Ite Mgmt ems is warranted beca own concerns regardin	(M), and mandatory for all public m 4 in the absence of publicly- at presented by shareholders. I he absence of competing nomin f votes among the proposed m ms 7 and 8.1-8.7). For use: * The company has publis	icly-traded Brazilian available information, in light of the lack of known nees (greater number of anagement nominees is For hed the candidates'	7
5	remote voting card issued by the Brazilian Sc companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t recommended in light of the 78 percent leve Elect Directors Voting Policy Rationale: A vote FOR these ite biographical information; * There are no kno	ecurities Regulator (CU are warranted for Ite mulative voting reque ent nominees and, in t the equal distribution o d of independence (Ite Mgmt ems is warranted beca own concerns regardin	(M), and mandatory for all public m 4 in the absence of publicly- at presented by shareholders. I he absence of competing nomin f votes among the proposed m ms 7 and 8.1-8.7). For use: * The company has publis	icly-traded Brazilian available information, in light of the lack of known nees (greater number of anagement nominees is For hed the candidates'	7
	remote voting card issued by the Brazilian Sc companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t recommended in light of the 78 percent leve Elect Directors Voting Policy Rationale: A vote FOR these ite biographical information; * There are no kno includes a reasonable number of independen In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the	ecurities Regulator (CU are warranted for Ite mulative voting reque ent nominees and, in t the equal distribution o of independence (Ite Mgmt erms is warranted beca own concerns regardin at directors.	M), and mandatory for all public m 4 in the absence of publicly- to presented by shareholders. I he absence of competing nomin f votes among the proposed m ms 7 and 8.1-8.7). For use: * The company has publis g the proposed nominees; and	icly-traded Brazilian available information, in light of the lack of known nees (greater number of anagement nominees is For For hed the candidates' * The proposed board	7 For

for the election of directors under these terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Item 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. In light of the lack of known concerns regarding the proposed management nominees and, in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 78 percent level of independence (Items 7 and 8.1-8.7).

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
8.1	Percentage of Votes to Be Assigned - Elect Andiara Pedroso Petterle as Independent Director	Mgmt	None	For	For		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Item 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. In light of the lack of known concerns regarding the proposed management nominees and, in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 78 percent level of independence (Items 7 and 8.1-8.7).						
8.2	Percentage of Votes to Be Assigned - Elect Belmiro de Figueiredo Gomes as Director	Mgmt	None	For	For		
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian Se companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR to recommended in light of the 78 percent leve	of Article 141 of the ecurities Regulator (C are warranted for It mulative voting requ ent nominees and, in he equal distribution	Brazilian Corporate Law, in acc CVM), and mandatory for all pu- tem 4 in the absence of publicly est presented by shareholders. the absence of competing non of votes among the proposed	cordance with the rules of the iblicly-traded Brazilian y-available information, In light of the lack of known ninees (greater number of			
8.3	Percentage of Votes to Be Assigned - Elect Jose Guimaraes Monforte as Independent Director	Mgmt	None	For	For		
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian Se companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t recommended in light of the 78 percent leve	of Article 141 of the ecurities Regulator (C are warranted for It mulative voting requ ent nominees and, in he equal distribution	Brazilian Corporate Law, in acc CVM), and mandatory for all pu- tern 4 in the absence of publicly est presented by shareholders. the absence of competing nom of votes among the proposed	cordance with the rules of the iblicly-traded Brazilian y-available information, In light of the lack of known ninees (greater number of			
8.4	Percentage of Votes to Be Assigned - Elect Julio Cesar de Queiroz Campos as Independent Director	Mgmt	None	For	For		
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian Se companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t recommended in light of the 78 percent leve	of Article 141 of the ecurities Regulator (C are warranted for It mulative voting requ ent nominees and, in he equal distribution	Brazilian Corporate Law, in acc CVM), and mandatory for all pu- tem 4 in the absence of publicly est presented by shareholders. the absence of competing non of votes among the proposed	cordance with the rules of the iblicly-traded Brazilian y-available information, In light of the lack of known ninees (greater number of			
8.5	Percentage of Votes to Be Assigned - Elect Leila Abraham Loria as Independent Director	Mgmt	None	For	For		
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian Se companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cu concerns regarding the proposed management	of Article 141 of the ecurities Regulator (C are warranted for It mulative voting requ	Brazilian Corporate Law, in acc CVM), and mandatory for all pu tem 4 in the absence of publicly est presented by shareholders.	cordance with the rules of the iblicly-traded Brazilian y-available information, In light of the lack of known			

candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 78 percent level of independence (Items 7 and 8.1-8.7).

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
8.6	Percentage of Votes to Be Assigned - Elect Luiz Nelson Guedes de Carvalho as Independent Director	Mgmt	None	For	For	
	Voting Policy Rationale: Under these items, to for the election of directors under the terms of remote voting card issued by the Brazilian Se companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cur concerns regarding the proposed manageme candidates than board seats), support FOR to recommended in light of the 78 percent level	of Article 141 of the B ecurities Regulator (CV are warranted for Iter mulative voting reques nt nominees and, in the he equal distribution o	razilian Corporate Law, in acco (M), and mandatory for all pub m 4 in the absence of publicly- t presented by shareholders. he absence of competing nomi f votes among the proposed n	ordance with the rules of the olicly-traded Brazilian -available information, In light of the lack of known inees (greater number of		
8.7	Percentage of Votes to Be Assigned - Elect Oscar de Paula Bernardes Neto as Independent Director	Mgmt	None	For	For	
	Voting Policy Rationale: Under these items, to for the election of directors under the terms of remote voting card issued by the Brazilian Se companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cur concerns regarding the proposed manageme candidates than board seats), support FOR to recommended in light of the 78 percent level	of Article 141 of the B ecurities Regulator (CV are warranted for Iter mulative voting reques nt nominees and, in the he equal distribution o	razilian Corporate Law, in acco (M), and mandatory for all pub m 4 in the absence of publicly at presented by shareholders. The absence of competing nomi f votes among the proposed n	ordance with the rules of the blicly-traded Brazilian -available information, In light of the lack of known inees (greater number of		
8.8	Percentage of Votes to Be Assigned - Elect Philippe Alarcon as Director	Mgmt	None	For	For	
	Voting Policy Rationale: Under these items, to for the election of directors under the terms remote voting card issued by the Brazilian Se companies. ABSTAIN vote recommendations disclosed in a timely manner, regarding a cur concerns regarding the proposed manageme candidates than board seats), support FOR to recommended in light of the 78 percent level	of Article 141 of the B ecurities Regulator (CV are warranted for Iter mulative voting reques nt nominees and, in the he equal distribution o	razilian Corporate Law, in acco (M), and mandatory for all pub m 4 in the absence of publicly- at presented by shareholders. the absence of competing nomi f votes among the proposed n	ordance with the rules of the olicly-traded Brazilian -available information, In light of the lack of known inees (greater number of		
8.9	Percentage of Votes to Be Assigned - Elect Leonardo Gomes Pereira as Independent Director	Mgmt	None	For	For	
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Item 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. In light of the lack of known concerns regarding the proposed management nominees and, in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 78 percent level of independence (Items 7 and 8.1-8.7).					
9	Approve Classification of Oscar de Paula Bernardes Neto, Jose Guimaraes Monforte, Andiara Pedroso Petterle, Leonardo Gomes Pereira, Julio Cesar de Queiroz Campos, Leila Abraham Loria, and Luiz Nelson Guedes de Carvalho as Independent Directors	Mgmt	For	For	For	
10	Elect Oscar de Paula Bernardes Neto as Board Chairman	Mgmt	For	For	For	

biographical information; * There are no known concerns regarding the proposed nominees; and * The proposed board includes a reasonable number of independent directors.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
11	Elect Jose Guimaraes Monforte as Vice-Chairman	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these it biographical information; * There are no kn includes a reasonable number of independer	own concerns regard	, , ,			
12	Approve Remuneration of Company's Management	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST this item is warranted because, despite disclosing detailed information regarding the remuneration paid in the most recent fiscal year, the company has failed to provide a compelling rationale for the significant year-over-year increase proposed for the global remuneration cap.					
13	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	Against	Abstain	Abstain	
	Voting Policy Rationale: An ABSTAIN vote for the company had not disclosed fiscal counci		,	, , ,		

the company had not disclosed fiscal council nominees; and * Lack of timely disclosure prevents international instit shareholders from making an informed voting decision.

Serco Group Plc

Meeting Date: 04/27/2023	Country: United Kingdom	Ticker: SRP
Record Date: 04/25/2023	Meeting Type: Annual	
Primary Security ID: G80400107		

					Shares Voted: 911,798		
Proposal 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 Mark Irwin as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the ele identified.	ection/re-election of the l	Directors is warranted as no	o significant concerns have be	en		
5	Re-elect John Rishton as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the election/re-election of the Directors is warranted as no significant concerns have been identified.						
6	Re-elect Nigel Crossley as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the ele identified.	ection/re-election of the l	Directors is warranted as no	o significant concerns have be	en		
7	Re-elect Kirsty Bashforth as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the ele identified.	ection/re-election of the l	Directors is warranted as no	o significant concerns have be	en		
8	Re-elect Kru Desai as Director	Mgmt	For	For	For		

identified.

Serco Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
9	Re-elect Ian El-Mokadem as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the electide identified.	tion/re-election of the	Directors is warranted as	no significant concerns have bee	20		
10	Re-elect Tim Lodge as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the electide identified.	tion/re-election of the	Directors is warranted as	no significant concerns have bee	'n		
11	Re-elect Dame Sue Owen as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the elect identified.	tion/re-election of the	Directors is warranted as	no significant concerns have bee	n		
12	Re-elect Lynne Peacock as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the elect identified.	tion/re-election of the	Directors is warranted as	no significant concerns have bee	n		
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 Issue of Equity	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed am	nounts and durations are within			
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For		
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For		
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For		
21	Amend International Save As You Earn Plan	Mgmt	For	For	For		

Vitrolife AB

Meeting Date: 04/27/2023	Country: Sweden	Ticker: VITR
Record Date: 04/19/2023	Meeting Type: Annual	
Primary Security ID: W98218147		

					Shares Voted: 11,900	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Open Meeting	Mgmt				

Vitrolife AB

Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
	Voting Policy Rationale: These are routine r	meeting formalities.						
2	Elect Chairman of Meeting	Mgmt	For	For	For			
	Voting Policy Rationale: These are routine r	meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For			
	Voting Policy Rationale: These are routine r	meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For			
	Voting Policy Rationale: These are routine r	meeting formalities.						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For			
	Voting Policy Rationale: These are routine r	meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For			
	Voting Policy Rationale: These are routine r	meeting formalities.						
7	Receive President's Report	Mgmt						
8.a	Receive Financial Statements and Statutory Reports	Mgmt						
	Voting Policy Rationale: These are routine, non-voting items.							
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt						
	Voting Policy Rationale: These are routine,	non-voting items.						
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For			
9.b	Approve Allocation of Income and Dividends of SEK 0.85 Per Share	Mgmt	For	For	For			
9.c	Approve Discharge of Board and President	Mgmt	For	For	For			
10	Receive Nomination Committee's Report	Mgmt						
11	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For			
12	Approve Remuneration of Directors in the Amount of SEK 1,200,000 for Chairman and SEK 400,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For			
13	Reelect Lars Holmqvist, Pia Marions, Henrik Blomquist (Chair), Karen Lykke Sorensen, Vesa Koskinen and Jon Sigurdsson as Directors; Ratify Deloitte as Auditor	Mgmt	For	Against	For			

Voting Policy Rationale: A vote AGAINST this item is warranted because candidates Lars Holmqvist and Henrik Blomquist are overboarded.

Vitrolife AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
14	Amend Articles Re: Participation at General Meeting	Mgmt	For	For	For		
15	Authorize Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For		
16	Approve Issuance of up to 13.5 Million Shares without Preemptive Rights	Mgmt	For	For	For		
17	Authorize Share Repurchase Program	Mgmt	For	For	For		
18	Approve Remuneration Report	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST this item is warranted in consideration of the excessive CEO base salary increase absent any detailed explanation. Further, concerns are noted regarding the lack of retrospective disclosure of targets under the STIP.						
19.a	Approve Performance Share Plan LTIP 2023 for Key Employees	Mgmt	For	For	For		
19.b	Approve Issuance of Warrants	Mgmt	For	For	For		
19.c	Approve Transfer of Shares and/or Warrants	Mgmt	For	For	For		

Voting Policy Rationale: A vote AGAINST this item is warranted, as it would entail unnecessary additional costs relative to Items 19.b and 19.c, while lowering the majority requirement compared to the primary financing alternative.

Mgmt

20	Close Meeting	Mgmt

Approve Alternative Equity Plan

Financing

Axis Bank Limited

19.d

Meeting Date: 04/28/2023	Country: India	Ticker: 532215
Record Date: 03/24/2023	Meeting Type: Special	
Primary Security ID: Y0487S137		

For

For

Against

					Shares Voted: 13,796,576
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Chamarty Seshabhadrasrinivasa Mallikarjunarao as Director	Mgmt	For	For	For
2	Amend Articles of Association Re: Cancellation of Nomination Rights of the Administrator	Mgmt	For	For	For

Bayer AG

Meeting Date: 04/28/2023	Country: Germany	Ticker: BAYN
Record Date: 04/21/2023	Meeting Type: Annual	
Primary Security ID: D0712D163		

Bayer AG

					Shares Voted: 33,041
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
	Voting Policy Rationale: Votes FOR the discha is no evidence that the boards did not fulfill the regarding the discharge of the supervisory boo levels of shareholder dissent on last year's rem calculation of CEO Werner Baumann, who was most appropriate venue for addressing these highlight that in light of the CEO change on Ju	eir fiduciary duties in the y ard (Item 3) because: * Wi nuneration report vote, litig s directly in charge of the N concerns is considered to b	ear under review. Nevertheless, concern hile the supervisory board did respond to nation costs continue to be excluded from Nonsanto acquisition. * Nevertheless, as e the say-on-pay resolution (Item 5). *	ns are raised o the historic n the bonus last year, th Further, we	-
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the discharge of the management board and the supervisory board are warranted as there is no evidence that the boards did not fulfill their fiduciary duties in the year under review. Nevertheless, concerns are raised regarding the discharge of the supervisory board (Item 3) because: * While the supervisory board did respond to the historic levels of shareholder dissent on last year's remuneration report vote, litigation costs continue to be excluded from the bonus calculation of CEO Werner Baumann, who was directly in charge of the Monsanto acquisition. * Nevertheless, as last year, the most appropriate venue for addressing these concerns is considered to be the say-on-pay resolution (Item 5). * Further, we highlight that in light of the CEO change on June 1, 2023, many of these concerns will likely be mitigated moving forward.				
4.1	Elect Norbert Winkeljohann to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the propos			_	_
4.2	Elect Kimberly Mathisen to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the propos	red nominees are warranted	<i>d.</i>		
5	Approve Remuneration Report	Mgmt	For	Against	Abstain
	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.				
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

China National Building Material Company Limited

Meeting Date: 04/28/2023
Record Date: 04/24/2023
Primary Security ID: Y15045100

Country: China Meeting Type: Annual Ticker: 3323

					Shares Voted: 9,478,000		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Report of the Board of Directors	Mgmt	For	For	For		
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR this reso		rning the company's audit	ed accounts, financial statemen	ts,		
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For		
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR this reso		rning the company's audit	ed accounts, financial statemen	ts,		
3	Approve Auditors' Report and Audited Financial Statements	Mgmt	For	For	For		
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR this reso		rning the company's audit	ed accounts, financial statemen	ts,		
4	Approve Profit Distribution Plan and Final Dividend Distribution Plan	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these r line with applicable laws in China.	esolutions is warranted	given that these are reaso	onable requests that are made in	n		
5	Authorize Board to Deal With All Matters in Relation to the Company's Distribution of Interim Dividend	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these r line with applicable laws in China.	esolutions is warranted	given that these are reaso	onable requests that are made in	n		
6	Approve Da Hua Certified Public Accountants (Special General Partnership) as Domestic Auditor and Moore Stephens CPA Limited as International Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For		
7a	Amend Articles of Association	Mgmt	For	For	For		
	Voting Policy Rationale: Given that the amendments are mainly proposed to reflect changes in the relevant laws and regulations and that overall, the amendments would enhance shareholders' rights, a vote FOR these proposals is warranted.						
7b	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	For		
	Voting Policy Rationale: Given that the amendments are mainly proposed to reflect changes in the relevant laws and regulations and that overall, the amendments would enhance shareholders' rights, a vote FOR these proposals is warranted.						
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional Issuance of H Shares and Domestic Shares	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST th greater than 10 percent of the relevant clas not specified the discount limit for issuance	s of shares for issuance	for cash and non-cash co				
9	Approve Grant of General Mandate to the Board to Repurchase H Shares	Mgmt	For	For	For		
10	Approve Issuance of Debt Financing Instruments and Related Transactions	Mgmt	For	For	For		

China National Building Material Company Limited

Meeting Date: 04/28/2023	Country: China	Ticker: 3323
Record Date: 04/24/2023	Meeting Type: Special	

Primary Security ID: Y15045100

					Shares Voted: 9,478,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Grant of General Mandate to the Board to Repurchase H Shares	Mgmt	For	For	For

Diagnosticos da America SA

Meeting Date: 04/28/2023	Country: Brazil	Ticker: DASA3
Record Date:	Meeting Type: Annual	
Primary Security ID: P3589C109		

				Shares Voted: 4,081,200		
Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For		
Approve Treatment of Net Loss	Mgmt	For	For	For		
Ratify Interest-on-Capital-Stock Payment	Mgmt	For	Against	Against		
share capital despite net losses. In addition,	the company states t	hat it does not have sufficient	t reserves to make this payme	ent.		
Approve Co-Chairmanship of the Board of Directors	Mgmt	For	Against	Against		
Voting Policy Rationale: A vote AGAINST the proposed co-chairs is warranted because the company has not provided a rationale for the request to add an additional chair to its governance structure.						
Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain		
Approve Remuneration of Company's Management	Mgmt	For	For	For		
Fix Number of Directors at Six	Mgmt	For	For	For		
Approve Classification of Oscar de Paula Bernardes Neto, Romeu Cortes Domingues, and Stelleo Passos Tolda as Independent Directors	Mgmt	For	Against	Against		
	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022 Approve Treatment of Net Loss Ratify Interest-on-Capital-Stock Payment <i>Voting Policy Rationale: This represents the</i> <i>share capital despite net losses. In addition,</i> <i>In the absence of a compelling rationale for</i> <i>recommended at this time.</i> Approve Co-Chairmanship of the Board of Directors <i>Voting Policy Rationale: A vote AGAINST the</i> <i>rationale for the request to add an additional</i> Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law? Approve Remuneration of Company's Management Fix Number of Directors at Six Approve Classification of Oscar de Paula Bernardes Neto, Romeu Cortes Domingues, and Stelleo Passos Tolda	Accept Financial Statements and Mgmt Statutory Reports for Fiscal Year Ended Dec. 31, 2022 Approve Treatment of Net Loss Mgmt Ratify Interest-on-Capital-Stock Mgmt Payment Voting Policy Rationale: This represents the third consecutive year share capital despite net losses. In addition, the company states to In the absence of a compelling rationale for such interest-on share recommended at this time. Approve Co-Chairmanship of the Board Mgmt Approve Co-Chairmanship of the Board Mgmt of Directors Voting Policy Rationale: A vote AGAINST the proposed co-chairs is rationale for the request to add an additional chair to its governate Do You Wish to Request Installation of Article 161 of the Brazilian Corporate Mgmt Law? Approve Remuneration of Company's Mgmt Approve Classification of Oscar de Mgmt Mgmt Approve Classification of Oscar de Mgmt Paula Bernardes Neto, Romeu Cortes Domingues, and Stelleo Passos Tolda Mgmt Mgmt	Proposal TextProponentRecAccept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022MgmtForApprove Treatment of Net LossMgmtForRatify Interest-on-Capital-StockMgmtForPaymentVoting Policy Rationale: This represents the third consecutive year that Dasa proposes to distribution, a vote A recommended at this time.MgmtForApprove Co-Chairmanship of the Board of DirectorsMgmtForVoting Policy Rationale: A vote AGAINST the proposed co-chairs is warranted because the comp rationale for the request to add an additional chair to its governance structure.ForDo You Wish to Request Installation of a Fiscal Council, Under the Terms of a Fiscal Council, Under the Terms of a Fiscal Council, Under the Terms of Atticle 161 of the Brazilian Corporate Law?MgmtForFix Number of Directors at SixMgmtForFix Number of Directors at SixMgmtForApprove Classification of Oscar de Paula Bernardes Neto, Romeu Cortes Domingues, and Stelleo Passos ToldaMgmtFor	Proposal TextProponentMgmt RecPolicy RecAccept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022MgmtForForApprove Treatment of Net LossMgmtForForRatify Interest-on-Capital-Stock PaymentMgmtForAgainst PaymentVoting Policy Rationale: This represents the third consecutive year that Dasa proposes to distribute dividends or interest on share capital despite net losses. In addition, the company states that it does not have sufficient reserves to make this payme In the absence of a compelling rationale for such interest-on share-capital distribution, a vote AGAINST the proposed is recommended at this time.Approve Co-Chairmanship of the Board of DirectorsMgmtForAgainstVoting Policy Rationale: A vote AGAINST the proposed co-chairs is warranted because the company has not provided a rationale for the request to add an additional chair to its governance structure.Do You Wish to Request Installation of a Fiscal Council, Under the Terms of A fricte 161 of the Brazilian Corporate Law?MgmtForForFix Number of Directors at SixMgmtForForForFix Number of Directors at SixMgmtForAgainstPaula Bernardes Neto, Romeu Cortes Domingues, and Stelleo Passos ToldaMgmtForAgainst		

Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company-classified independent nominees Romeu Cortes Domingues and Oscar de Paula Bernardes Neto have been reclassified as non-independent in accordance with ISS policy, due to a tenure equal to or exceeding 12 years. * The company has presented a bundled resolution, preventing shareholders from voting on each candidate individually.

Diagnosticos da America SA

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
9	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under this item, the the election of directors under the terms of A remote voting card issued by the Brazilian Se companies. ABSTAIN votes are warranted fo disclosed in a timely manner, regarding a cu	Article 141 of the Braz ecurities Regulator (CV r Items 9, 12, and 13.	ilian Corporate Law, in accordai (M), and mandatory for all publ 1-13.6, in the absence of public	nce with the rules of the licly-traded Brazilian	for		
10	Elect Directors	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST this meet the expectations of institutional investo preventing shareholders from voting individu	ors; and * The compar	ny has bundled the election of c				
11	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against		
	If Voting FOR on Item 12, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt					
12	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under this item, the company presented shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN votes are warranted for Items 9, 12, and 13.1-13.6, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
13.1	Percentage of Votes to Be Assigned - Elect Dulce Pugliese de Godoy Bueno as Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under this item, the company presented shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN votes are warranted for Items 9, 12, and 13.1-13.6, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.						
13.2	Percentage of Votes to Be Assigned - Elect Romeu Cortes Domingues as Independent Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under this item, the the election of directors under the terms of A remote voting card issued by the Brazilian Se companies. ABSTAIN votes are warranted fo disclosed in a timely manner, regarding a cu	Article 141 of the Braz ecurities Regulator (CV r Items 9, 12, and 13.	ilian Corporate Law, in accordal (M), and mandatory for all publ 1-13.6, in the absence of public	nce with the rules of the licly-traded Brazilian	for		
13.3	Percentage of Votes to Be Assigned - Elect Oscar de Paula Bernardes Neto as Independent Director	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under this item, the the election of directors under the terms of A remote voting card issued by the Brazilian Se companies. ABSTAIN votes are warranted fo disclosed in a timely manner, regarding a cu	Article 141 of the Brazi ecurities Regulator (CV r Items 9, 12, and 13.	ilian Corporate Law, in accordal (M), and mandatory for all publ 1-13.6, in the absence of public	nce with the rules of the licly-traded Brazilian	for		

Diagnosticos da America SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.4	Percentage of Votes to Be Assigned - Elect Stelleo Passos Tolda as Independent Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: Under this item, the the election of directors under the terms of remote voting card issued by the Brazilian S companies. ABSTAIN votes are warranted f disclosed in a timely manner, regarding a co	Article 141 of the Bra. Securities Regulator (C for Items 9, 12, and 13	zilian Corporate Law, in accorda IVM), and mandatory for all pub 3.1-13.6, in the absence of publ	ance with the rules of the blicly-traded Brazilian	or
13.5	Percentage of Votes to Be Assigned - Elect Henrique Lourenco Grossi as Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: Under this item, the the election of directors under the terms of remote voting card issued by the Brazilian S companies. ABSTAIN votes are warranted f disclosed in a timely manner, regarding a c	Article 141 of the Bra. Securities Regulator (C for Items 9, 12, and 13	zilian Corporate Law, in accorda IVM), and mandatory for all pub 3.1-13.6, in the absence of publ	ance with the rules of the blicly-traded Brazilian	ör
13.6	Percentage of Votes to Be Assigned - Elect Carlos de Barros Jorge Neto as Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: Under this item, the the election of directors under the terms of remote voting card issued by the Brazilian S companies. ABSTAIN votes are warranted f disclosed in a timely manner, regarding a c	Article 141 of the Bra. Securities Regulator (C for Items 9, 12, and 13	zilian Corporate Law, in accorda IVM), and mandatory for all pub 3.1-13.6, in the absence of publ	ance with the rules of the blicly-traded Brazilian	or
14	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
15	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	For

Diagnosticos da America SA

Meeting Date: 04/28/2023	Country: Brazil	Ticker: DASA3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P3589C109		

					Shares Voted: 4,081,200	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For	
2	Amend Article 21	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are administrative in nature and do not impact shareholder value.					
3	Consolidate Bylaws	Mgmt	For	For	For	

Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are administrative in nature and do not impact shareholder value.

Greencoat Renewables PLC

Meeting Date: 04/28/2023 Record Date: 04/24/2023 Primary Security ID: G4081F103 Country: Ireland Meeting Type: Annual Ticker: GRP

					Shares Voted: 4,664,781
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Re-elect Ronan Murphy as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re-e and Eva Lindqvist is warranted because no			Kevin McNamara, Marco Grazio	ano
2b	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re-e and Eva Lindqvist is warranted because no		1 //	Kevin McNamara, Marco Grazio	ano
2c	Re-elect Kevin McNamara as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re-e and Eva Lindqvist is warranted because no		1 //	Kevin McNamara, Marco Grazio	ano
2d	Re-elect Marco Graziano as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re-e and Eva Lindqvist is warranted because no		1 1	Kevin McNamara, Marco Grazio	ano
2e	Elect Eva Lindqvist as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re-e and Eva Lindqvist is warranted because no		1 //	Kevin McNamara, Marco Grazio	ano
3	Ratify BDO as Auditors	Mgmt	For	For	For
÷	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
	Authorise Issue of Equity	Mgmt	For	For	For
	Voting Policy Rationale: Item 5 A vote FOR recommended limits. Items 6 to 7 A vote FO commitment that shares would be issued at	OR this resolution is wai			in
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: Item 5 A vote FOR recommended limits. Items 6 to 7 A vote FC commitment that shares would be issued at	OR this resolution is wai	, ,		în
7	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	For
	Voting Policy Rationale: Item 5 A vote FOR recommended limits. Items 6 to 7 A vote FO commitment that shares would be issued at	OR this resolution is wai			in
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
9	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
10	Approve Reduction of the Share	Mgmt	For	For	For

Grupo Mexico S.A.B. de C.V.

Meeting Date: 04/28/2023 Record Date: 04/20/2023 Primary Security ID: P49538112

Primary Security ID: T5R91T105

Country: Mexico Meeting Type: Annual Ticker: GMEXICOB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Shares Voted: 15,888,600 Vote Instruction		
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these ro 2021, and there are no independent auditor financial statements or audit procedures.						
2	Present Report on Compliance with Fiscal Obligations	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re 2021, and there are no independent auditor financial statements or audit procedures.						
3	Approve Allocation of Income	Mgmt	For	For	For		
4	Approve Policy Related to Acquisition of Own Shares; Set Aggregate Nominal Amount of Share Repurchase Reserve	Mgmt	For	For	For		
5	Approve Discharge of Board of Directors, Executive Chairman and Board Committees	Mgmt	For	For	For		
6	Ratify Auditors	Mgmt	For	For	For		
7	Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairmen and Members of Board Committees	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST this item is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy; and * The company is a significant greenhouse gas (GHG) emitter, and it is considered not to be taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy						
8	Approve Granting/Withdrawal of Powers	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST the granting or withdrawing of powers prevents		,				
9	Approve Remuneration of Directors and Members of Board Committees	Mgmt	For	For	For		
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For		
[ndustrie	e De Nora SpA						
	-						

Industrie De Nora SpA

					Shares Voted: 13,799
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
	Voting Policy Rationale: These items warrant a allocation do not raise concerns. Support for th shareholder meeting format, which will not allo management during the meeting.	e approval of the financial	statements is however qualified due to	the	ne
1b	Approve Allocation of Income	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a allocation do not raise concerns. Support for th shareholder meeting format, which will not allo management during the meeting.	e approval of the financial	statements is however qualified due to	the	ne
2a	Approve Remuneration Policy	Mgmt	For	Against	For
	Voting Policy Rationale: This item warrants a v termination payments. * The board maintains of policy includes poor information on some key e	excessively broad derogati	on and discretionary powers. * The rem	,	
2b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Abstain
	Voting Policy Rationale: This item warrants a ver performance criteria attached to variable remu			on on the	
3a	Elect Roberto Cingolani as Director	Mgmt	For	For	For
	Voting Policy Rationale: These resolutions warr proposed candidates, and no concerns have be		ne company has disclosed the name and	d details of ti	he
3b	Elect Paola Bonandrini as Director	Mgmt	For	For	For
	Voting Policy Rationale: These resolutions warr proposed candidates, and no concerns have be		ne company has disclosed the name and	d details of ti	he
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	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

Kingspan Group Plc

Meeting Date: 04/28/2023	Country: Ireland	Ticker: KRX
Record Date: 04/24/2023	Meeting Type: Annual	
Primary Security ID: G52654103		

					Shares Voted: 31,992
Proposal 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

Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
3a	Re-elect Jost Massenberg as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3a and 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.							
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 3b A vote for not without concern. The qualified nature o Grenfell inquiry and recognizes reputational been taken, including a suite of reforms, as the final report on the disaster has been pu Item 3a and 3c-3j A vote FOR these Directo context of the revelations of the Grenfell To election will be made in the context of the f	f the support reflects (damage. However, it discussed in Material blished. Its implication ors is considered warra ower Inquiry. Once the	concern at the information the also acknowledges that comp Company Updates section. Th is for director election will be anted. There is concern over t	at has come to light at the prehensive remedial action ha he matter will be revisited wh further considered at that sta the roles of the directors in th	s en age. e			
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3a and 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.							
3d	Re-elect Russell Shiels as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3a and 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.							
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 3b A vote for not without concern. The qualified nature o Grenfell inquiry and recognizes reputational been taken, including a suite of reforms, as the final report on the disaster has been pu Item 3a and 3c-3j A vote FOR these Directo context of the revelations of the Grenfell To election will be made in the context of the f	f the support reflects (damage. However, it discussed in Material blished. Its implication ors is considered warra wwer Inquiry. Once the	concern at the information the also acknowledges that comp Company Updates section. Th is for director election will be anted. There is concern over t	at has come to light at the prehensive remedial action ha he matter will be revisited wh further considered at that sta the roles of the directors in th	s en age. e			
3f	Re-elect Linda Hickey as Director	Mgmt	For	For	For			
	Re-elect Linda Hickey as Director Mgmt For For For For For Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3a and 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director							

election will be made in the context of the findings.

Kingspan Group Plc

	Proposal Text	Proponent	Rec	Rec	Vote Instruction			
3g	Re-elect Anne Heraty as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3a and 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.							
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 3b A vote for a not without concern. The qualified nature o Grenfell inquiry and recognizes reputational been taken, including a suite of reforms, as the final report on the disaster has been pu Item 3a and 3c-3j A vote FOR these Directo context of the revelations of the Grenfell To election will be made in the context of the f	f the support reflects or damage. However, it a discussed in Material (blished. Its implications ors is considered warran wer Inquiry. Once the	oncern at the information that ha also acknowledges that comprehe Company Updates section. The n 5 for director election will be furt ated. There is concern over the r	as come to light at the ensive remedial action ha hatter will be revisited wh her considered at that sta oles of the directors in th	ns nen age. ne			
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3a and 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.							
3j	Elect Senan Murphy as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3a and 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.							
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For			
5	Approve Remuneration Report	Mgmt	For	For	For			
6	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For			
7	Authorise Issue of Equity	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.							
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed amounts	and durations are within				
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with	Mgmt	For	For	For			

Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are recommended limits.

Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorise Market Purchase of Shares	Mgmt	For	For	For
11	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

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: 17,225		
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		
	Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	oposals are warranted a	as there is no evidence th	hat the boards have not fulfilled			
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
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		

Omega Energia SA

Meeting Date: 04/28/2023 Record Date:

Primary Security ID: P7S598100

Country: Brazil Meeting Type: Annual Ticker: MEGA3

Shares Voted: 1,836,478 Voting Mgmt Policy Vote Proposal Proposal Text Number Proponent Rec Rec Instruction Accept Financial Statements and For 1 Mgmt For For Statutory Reports for Fiscal Year Ended Dec. 31, 2022 Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures. Accept Management Statements for 2 Mgmt For For For Fiscal Year Ended Dec. 31, 2022 Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures. Approve Treatment of Net Loss For For 3 Mgmt For Do You Wish to Request Installation of Mgmt None For For 4 a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law? Fix Number of Fiscal Council Members Mgmt For For For 5 at Three Elect Fiscal Council Members 6 Mgmt For For For In Case One of the Nominees Leaves 7 Mgmt None Against Against the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate? 8 Approve Remuneration of Company's Mgmt For For For Management **Smurfit Kappa Group Plc**

Meeting Date: 04/28/2023	Country: Ireland	Ticker: SKG
Record Date: 04/24/2023	Meeting Type: Annual	
Primary Security ID: G8248F104		

					Shares Voted: 53,156
Proposal 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

Smurfit Kappa Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
4	Elect Mary Lynn Ferguson-McHugh as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these di	rectors is warranted as no	material concerns are identified.				
5a	Re-elect Irial Finan as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these di	rectors is warranted as no	material concerns are identified.				
5b	Re-elect Anthony Smurfit as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these di	rectors is warranted as no	material concerns are identified.				
5c	Re-elect Ken Bowles as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these di	rectors is warranted as no	material concerns are identified.				
5d	Re-elect Anne Anderson as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these di	rectors is warranted as no	material concerns are identified.				
5e	Re-elect Frits Beurskens as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these di	rectors is warranted as no	material concerns are identified.				
5f	Re-elect Carol Fairweather as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these di	rectors is warranted as no	material concerns are identified.				
5g	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.						
5h	Re-elect James Lawrence as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these di	rectors is warranted as no	material concerns are identified.				
5i	Re-elect Lourdes Melgar as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these di	rectors is warranted as no	material concerns are identified.				
5j	Re-elect Jorgen Rasmussen as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these di	rectors is warranted as no	material concerns are identified.				
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For		
7	Authorise Issue of Equity	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted bec	ause the proposed amounts and a	durations are within			
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted bec	ause the proposed amounts and a	durations are within			
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted bec	ause the proposed amounts and a	durations are within			
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For		
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For		

Meeting Date: 04/28/2023 Record Date: 03/24/2023 Primary Security ID: P9661Q155 Country: Brazil Meeting Type: Annual/Special Ticker: VALE3

					Shares Voted: 2,942,003		
Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
	Meeting for ADR Holders	Mgmt					
	Annual Meeting Agenda	Mgmt					
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For		
2	Approve Capital Budget, Allocation of Income and Dividends	Mgmt	For	For	For		
3	Fix Number of Directors at 13	Mgmt	For	For	For		
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	Against	Abstain	Abstain		
	companies. An ABSTAIN vote recommendation disclosed in a timely manner, regarding a cur- vote recommendation is provided for this iter voting is adopted, which can be requested by recommendations are as follows: * Items 7.2 votes in the event of a cumulative election, in candidates supported under the individual el support FOR the proposed incumbent non-in the company (replacing the previous indepen Fernando Jorge Buso Gomes due to governa	mulative voting reques m. In addition, as Vale v holders of 5 percent 7, 7.4, 7.5, 7.6, 7.7, 7. ndicating the intention fections (as further disc dependent nominee, w ndent chair, as further	t presented by shareholders, is a dispersed-capital compan of the company's up to 48 ho 8, 7.9, 7.10, 7.11, and 7.12: I to equal distribute the votes cussed under Items 5.2-5.12); who is also nominated as the I	Item 6 is a non-voting item. ny, in the event cumulative burs prior to the meeting, voi FOR the equal distribution of and support the same : * Item 7.1: Cautionary new non-independent chair of	te f of		
5.1	Elect Daniel Andre Stieler as Director	Mgmt	For	For	For		
	Voting Policy Rationale: In light of the overal Items 5.1 and 8.1: Cautionary support FOR t election as the new non-independent chair o proposed nominees due to the overall board candidates; * Item 5.3: AGAINST nominee election of independent incumbent nominee	he election of incumbe f the board; * Items 5. independence and the ernando Jorge Buso G Marcelo Gasparino as i	ent non-independent nominee 2, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9, e lack of known concerns rega omes due to governance conc board vice-chair.	e Daniel Andre Stieler and his , 5.10, 5.11, and 5.12: FOR arding the proposed board cerns; * Item 9.1: For the	the		
5.2	Elect Douglas James Upton as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: In light of the overall board independence of 62 percent, vote recommendations are as follows: * Items 5.1 and 8.1: Cautionary support FOR the election of incumbent non-independent nominee Daniel Andre Stieler and his election as the new non-independent chair of the board; * Items 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9, 5.10, 5.11, and 5.12: FOR the proposed nominees due to the overall board independence and the lack of known concerns regarding the proposed board candidates; * Item 5.3: AGAINST nominee Fernando Jorge Buso Gomes due to governance concerns; * Item 9.1: For the election of independent incumbent nominee Marcelo Gasparino as board vice-chair.						
5.3	Elect Fernando Jorge Buso Gomes as Director	Mgmt	For	Against	For		
	Voting Policy Rationale: In light of the overa Items 5.1 and 8.1: Cautionary support FOR U election as the new non-independent chair o proposed nominees due to the overall board candidates; * Item 5.3: AGAINST nominee F election of independent incumbent nominee	he election of incumbe f the board; * Items 5 independence and the ernando Jorge Buso G	ent non-independent nominee 2, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9, e lack of known concerns rega omes due to governance conc	e Daniel Andre Stieler and his , 5.10, 5.11, and 5.12: FOR arding the proposed board			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
5.4	Elect Joao Luiz Fukunaga as Director	Mgmt	For	For	For		
	Voting Policy Rationale: In light of the overa Items 5.1 and 8.1: Cautionary support FOR election as the new non-independent chair of proposed nominees due to the overall board candidates; * Item 5.3: AGAINST nominee election of independent incumbent nominee	the election of incum of the board; * Items I independence and t Fernando Jorge Buso	bent non-independent nomin 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5. he lack of known concerns re Gomes due to governance co	ee Daniel Andre Stieler and h 5.9, 5.10, 5.11, and 5.12: FOR garding the proposed board			
5.5	Elect Jose Luciano Duarte Penido as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: In light of the overa Items 5.1 and 8.1: Cautionary support FOR election as the new non-independent chair o proposed nominees due to the overall board candidates; * Item 5.3: AGAINST nominee election of independent incumbent nominee	the election of incum of the board; * Items I independence and t Fernando Jorge Buso	bent non-independent nomin 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5 he lack of known concerns re Gomes due to governance co	ee Daniel Andre Stieler and h 5.9, 5.10, 5.11, and 5.12: FOR garding the proposed board			
5.6	Elect Luis Henrique Cals de Beauclair Guimaraes as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: In light of the overa Items 5.1 and 8.1: Cautionary support FOR election as the new non-independent chair of proposed nominees due to the overall board candidates; * Item 5.3: AGAINST nominee election of independent incumbent nominee	the election of incum of the board; * Items I independence and t Fernando Jorge Buso	bent non-independent nomin 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5. he lack of known concerns re Gomes due to governance co	ee Daniel Andre Stieler and h 5.9, 5.10, 5.11, and 5.12: FOR garding the proposed board			
5.7	Elect Manuel Lino Silva de Sousa Oliveira (Ollie) as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: In light of the overall board independence of 62 percent, vote recommendations are as follows: * Items 5.1 and 8.1: Cautionary support FOR the election of incumbent non-independent nominee Daniel Andre Stieler and his election as the new non-independent chair of the board; * Items 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9, 5.10, 5.11, and 5.12: FOR the proposed nominees due to the overall board independence and the lack of known concerns regarding the proposed board candidates; * Item 5.3: AGAINST nominee Fernando Jorge Buso Gomes due to governance concerns; * Item 9.1: For the election of independent incumbent nominee Marcelo Gasparino as board vice-chair.						
5.8	Elect Marcelo Gasparino da Silva as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: In light of the overa Items 5.1 and 8.1: Cautionary support FOR election as the new non-independent chair o proposed nominees due to the overall board candidates; * Item 5.3: AGAINST nominee election of independent incumbent nominee	the election of incum of the board; * Items I independence and t Fernando Jorge Buso	bent non-independent nomin 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5 he lack of known concerns re Gomes due to governance co	ee Daniel Andre Stieler and h 5.9, 5.10, 5.11, and 5.12: FOR garding the proposed board			
5.9	Elect Paulo Hartung as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: In light of the overa Items 5.1 and 8.1: Cautionary support FOR election as the new non-independent chair of proposed nominees due to the overall board candidates; * Item 5.3: AGAINST nominee election of independent incumbent nominee	the election of incum of the board; * Items I independence and t Fernando Jorge Buso	bent non-independent nomin 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5 he lack of known concerns re Gomes due to governance co	ee Daniel Andre Stieler and h 5.9, 5.10, 5.11, and 5.12: FOR garding the proposed board			
5.10	Elect Rachel de Oliveira Maia as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: In light of the overa Items 5.1 and 8.1: Cautionary support FOR election as the new non-independent chair of proposed nominees due to the overall board	the election of incum of the board; * Items	bent non-independent nomin 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5	nee Daniel Andre Stieler and h 5.9, 5.10, 5.11, and 5.12: FOR			

proposed nominees due to the overall board independence and the lack of known concerns regarding the proposed board candidates; * Item 5.3: AGAINST nominee Fernando Jorge Buso Gomes due to governance concerns; * Item 9.1: For the election of independent incumbent nominee Marcelo Gasparino as board vice-chair.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
5.11	Elect Shunji Komai as Director	Mgmt	For	For	For		
	Voting Policy Rationale: In light of the overall board independence of 62 percent, vote recommendations are as follows: * Items 5.1 and 8.1: Cautionary support FOR the election of incumbent non-independent nominee Daniel Andre Stieler and his election as the new non-independent chair of the board; * Items 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9, 5.10, 5.11, and 5.12: FOR the proposed nominees due to the overall board independence and the lack of known concerns regarding the proposed board candidates; * Item 5.3: AGAINST nominee Fernando Jorge Buso Gomes due to governance concerns; * Item 9.1: For the election of independent incumbent nominee Marcelo Gasparino as board vice-chair.						
5.12	Elect Vera Marie Inkster as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: In light of the o Items 5.1 and 8.1: Cautionary support I election as the new non-independent ch proposed nominees due to the overall b candidates; * Item 5.3: AGAINST nomin election of independent incumbent nom	FOR the election of incumb nair of the board; * Items . oard independence and th nee Fernando Jorge Buso (bent non-independent nominee 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9 he lack of known concerns rega Gomes due to governance con	e Daniel Andre Stieler and hi 9, 5.10, 5.11, and 5.12: FOR arding the proposed board			
	IF CUMULATIVE VOTE IS ADOPTED - Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt					
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt					
	Voting Policy Rationale: Under these ited for the election of directors under the te remote voting card issued by the Brazili companies. An ABSTAIN vote recommen disclosed in a timely manner, regarding vote recommendation is provided for the voting is adopted, which can be request recommendations are as follows: * Iten votes in the event of a cumulative electic candidates supported under the individu support FOR the proposed incumbent m the company (replacing the previous ind Fernando Jorge Buso Gomes due to gov	erms of Article 141 of the L an Securities Regulator (C ndation is warranted for It a cumulative voting reque is item. In addition, as Val ted by holders of 5 percen 15 7.2, 7.4, 7.5, 7.6, 7.7, 7 ion, indicating the intentio ial elections (as further dis on-independent nominee, dependent chair, as further	Brazilian Corporate Law, in acc VM), and mandatory for all pu- eem 4 in the absence of publicles the set presented by shareholders. It is a dispersed-capital compa- t of the company's up to 48 he 7.8, 7.9, 7.10, 7.11, and 7.12: In to equal distribute the votes scussed under Items 5.2-5.12) who is also nominated as the r discussed under Item 8.1); *	cordance with the rules of the blicly-traded Brazilian ly-available information, Item 6 is a non-voting item. iny, in the event cumulative ours prior to the meeting, vo FOR the equal distribution of and support the same b; * Item 7.1: Cautionary new non-independent chair of * Item 7.3: AGAINST nomine	P No te f		
7.1	Percentage of Votes to Be Assigned - Elect Daniel Andre Stieler as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Under these ite for the election of directors under the te remote voting card issued by the Brazili companies. An ABSTAIN vote recommen disclosed in a timely manner, regarding vote recommendation is provided for th voting is adopted, which can be request recommendations are as follows: * Iten votes in the event of a cumulative elect candidates supported under the individu	erms of Article 141 of the L an Securities Regulator (C ndation is warranted for It a cumulative voting reque is item. In addition, as Val ted by holders of 5 percent 15 7.2, 7.4, 7.5, 7.6, 7.7, 7 ion, indicating the intention	Brazilian Corporate Law, in acc VM), and mandatory for all pu- eem 4 in the absence of public est presented by shareholders. le is a dispersed-capital compa- t of the company's up to 48 ho 7.8, 7.9, 7.10, 7.11, and 7.12: n to equal distribute the votes	cordance with the rules of the blicly-traded Brazilian ly-available information, Item 6 is a non-voting item. my, in the event cumulative purs prior to the meeting, vo FOR the equal distribution of and support the same	no No		

candidates supported under the individual elections (as further discussed under Items 5.2-5.12); * Item 7.1: Cautionary support FOR the proposed incumbent non-independent nominee, who is also nominated as the new non-independent chair of the company (replacing the previous independent chair, as further discussed under Item 8.1); * Item 7.3: AGAINST nominees Fernando Jorge Buso Gomes due to governance concerns.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
7.2	Percentage of Votes to Be Assigned - Elect Douglas James Upton as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. An ABSTAIN vote recommendation is warranted for Item 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. Item 6 is a non-voting item. No vote recommendation is provided for this item. In addition, as Vale is a dispersed-capital company, in the event cumulative voting is adopted, which can be requested by holders of 5 percent of the company's up to 48 hours prior to the meeting, vote recommendations are as follows: * Items 7.2, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 7.10, 7.11, and 7.12: FOR the equal distribution of votes in the event of a cumulative election, indicating the intention to equal distribute the votes and support the same candidates supported under the individual elections (as further discussed under Items 5.2-5.12); * Item 7.1: Cautionary support FOR the proposed incumbent non-independent nominee, who is also nominated as the new non-independent chair of the company (replacing the previous independent chair, as further discussed under Item 8.1); * Item 7.3: AGAINST nominees Fernando Jorge Buso Gomes due to governance concerns.						
7.3	Percentage of Votes to Be Assigned - Elect Fernando Jorge Buso Gomes as Director	Mgmt	For	Against	For		
	Voting Policy Rationale: Under these items, a for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendati disclosed in a timely manner, regarding a cu vote recommendation is provided for this ite voting is adopted, which can be requested b recommendations are as follows: * Items 7 votes in the event of a cumulative election, candidates supported under the individual el support FOR the proposed incumbent non-in the company (replacing the previous indepen Fernando Jorge Buso Gomes due to governa	of Article 141 of the E ecurities Regulator (CU ion is warranted for Ite mulative voting reque m. In addition, as Vale y holders of 5 percent 2, 7.4, 7.5, 7.6, 7.7, 7 indicating the intention lections (as further dis independent nominee, v ndent chair, as further	Prazilian Corporate Law, in acco (M), and mandatory for all pub- em 4 in the absence of publicly st presented by shareholders. e is a dispersed-capital compan- of the company's up to 48 ho (8, 7.9, 7.10, 7.11, and 7.12: 1 in to equal distribute the votes (cussed under Items 5.2-5.12); who is also nominated as the 1	ordance with the rules of the blicly-traded Brazilian y-available information, Item 6 is a non-voting item. ny, in the event cumulative purs prior to the meeting, vot FOR the equal distribution of and support the same : * Item 7.1: Cautionary new non-independent chair c	No e f		
7.4	Percentage of Votes to Be Assigned - Elect Joao Luiz Fukunaga as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Under these items, a for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendati disclosed in a timely manner, regarding a cu vote recommendation is provided for this ite voting is adopted, which can be requested b recommendations are as follows: * Items 7. votes in the event of a cumulative election, a candidates supported under the individual en support FOR the proposed incumbent non-in- the company (replacing the previous indepen Fernando Jorge Buso Gomes due to governa	of Article 141 of the E ecurities Regulator (CU ion is warranted for Ite mulative voting reque m. In addition, as Vale y holders of 5 percent 2, 7.4, 7.5, 7.6, 7.7, 7 indicating the intention lections (as further dis independent nominee, w	Prazilian Corporate Law, in acco (M), and mandatory for all put em 4 in the absence of publicly st presented by shareholders. e is a dispersed-capital compan of the company's up to 48 ho (8, 7.9, 7.10, 7.11, and 7.12: 1 in to equal distribute the votes (cussed under Items 5.2-5.12); who is also nominated as the 1	ordance with the rules of the blicly-traded Brazilian y-available information, Item 6 is a non-voting item. ny, in the event cumulative purs prior to the meeting, vot FOR the equal distribution of and support the same : * Item 7.1: Cautionary new non-independent chair of	No e		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
7.5	Percentage of Votes to Be Assigned - Elect Jose Luciano Duarte Penido as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. An ABSTAIN vote recommendation is warranted for Item 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. Item 6 is a non-voting item. No vote recommendation is provided for this item. In addition, as Vale is a dispersed-capital company, in the event cumulative voting is adopted, which can be requested by holders of 5 percent of the company's up to 48 hours prior to the meeting, vote recommendations are as follows: * Items 7.2, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 7.10, 7.11, and 7.12: FOR the equal distribution of votes in the event of a cumulative election, indicating the intention to equal distribute the votes and support the same candidates supported under the individual elections (as further discussed under Items 5.2-5.12); * Item 7.1: Cautionary support FOR the proposed incumbent non-independent nominee, who is also nominated as the new non-independent chair of the company (replacing the previous independent chair, as further discussed under Item 8.1); * Item 7.3: AGAINST nominees Fernando Jorge Buso Gomes due to governance concerns.						
7.6	Percentage of Votes to Be Assigned - Elect Luis Henrique Cals de Beauclair Guimaraes as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendate disclosed in a timely manner, regarding a cu vote recommendation is provided for this ite voting is adopted, which can be requested b recommendations are as follows: * Items 7. votes in the event of a cumulative election, candidates supported under the individual el support FOR the proposed incumbent non-in the company (replacing the previous indepe Fernando Jorge Buso Gomes due to governa	of Article 141 of the B fecurities Regulator (CV ion is warranted for Ite unulative voting reques em. In addition, as Vale by holders of 5 percent 2, 7.4, 7.5, 7.6, 7.7, 7. indicating the intention dections (as further dis independent nominee, w	razilian Corporate Law, in acco (M), and mandatory for all puble of 4 in the absence of publicly st presented by shareholders. It is a dispersed-capital company of the company's up to 48 hou. 8, 7.9, 7.10, 7.11, and 7.12: Fin to equal distribute the votes a cussed under Items 5.2-5.12); who is also nominated as the nu discussed under Item 8.1); * I	rdance with the rules of the licly-traded Brazilian -available information, 'tem 6 is a non-voting item. y, in the event cumulative Irs prior to the meeting, vot OR the equal distribution of ond support the same * Item 7.1: Cautionary ew non-independent chair of Item 7.3: AGAINST nominee	No e f rs		
7.7	Percentage of Votes to Be Assigned - Elect Manuel Lino Silva de Sousa Oliveira (Ollie) as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendate disclosed in a timely manner, regarding a cu- vote recommendation is provided for this ite voting is adopted, which can be requested b recommendations are as follows: * Items 7. votes in the event of a cumulative election, candidates supported under the individual el support FOR the proposed incumbent non-in the company (replacing the previous indepen Fernando Jorge Buso Gomes due to governa	of Article 141 of the B cecurities Regulator (CV ion is warranted for Ite unulative voting reques em. In addition, as Vale by holders of 5 percent 2, 7.4, 7.5, 7.6, 7.7, 7. indicating the intention dections (as further diso ndependent nominee, w	razilian Corporate Law, in acco (M), and mandatory for all puble of 4 in the absence of publicly st presented by shareholders. I is a dispersed-capital company of the company's up to 48 hou 8, 7.9, 7.10, 7.11, and 7.12: Fo to equal distribute the votes a cussed under Items 5.2-5.12); who is also nominated as the no	rdance with the rules of the licly-traded Brazilian -available information, tem 6 is a non-voting item. y, in the event cumulative urs prior to the meeting, vot OR the equal distribution of and support the same * Item 7.1: Cautionary ew non-independent chair c	No e f		

Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
7.8	Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. An ABSTAIN vote recommendation is warranted for Item 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. Item 6 is a non-voting item. No vote recommendation is provided for this item. In addition, as Vale is a dispersed-capital company, in the event cumulative voting is adopted, which can be requested by holders of 5 percent of the company's up to 48 hours prior to the meeting, vote recommendations are as follows: * Items 7.2, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 7.10, 7.11, and 7.12: FOR the equal distribution of votes in the event of a cumulative election, indicating the intention to equal distribute the votes and support the same candidates supported under the individual elections (as further discussed under Items 5.2-5.12); * Item 7.1: Cautionary support FOR the proposed incumbent non-independent nominee, who is also nominated as the new non-independent chair of the company (replacing the previous independent chair, as further discussed under Item 8.1); * Item 7.3: AGAINST nominees Fernando Jorge Buso Gomes due to governance concerns.						
7.9	Percentage of Votes to Be Assigned - Elect Paulo Hartung as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendat disclosed in a timely manner, regarding a cu vote recommendation is provided for this ite voting is adopted, which can be requested b recommendations are as follows: * Items 7. votes in the event of a cumulative election, candidates supported under the individual e support FOR the proposed incumbent non-ii the company (replacing the previous indeper Fernando Jorge Buso Gomes due to governa	of Article 141 of the B Securities Regulator (CV ion is warranted for Ite unulative voting reques em. In addition, as Vale by holders of 5 percent 2, 7.4, 7.5, 7.6, 7.7, 7. indicating the intention elections (as further disc independent nominee, v andent chair, as further	razilian Corporate Law, in ac (M), and mandatory for all pu im 4 in the absence of public transformed by shareholders is a dispersed-capital compo- of the company's up to 48 h 8, 7.9, 7.10, 7.11, and 7.12: to equal distribute the votes cussed under Items 5.2-5.12 who is also nominated as the	cordance with the rules of the ublicly-traded Brazilian cly-available information, f. Item 6 is a non-voting item. any, in the event cumulative nours prior to the meeting, vot to FOR the equal distribution of s and support the same (); * Item 7.1: Cautionary e new non-independent chair co	No re of		
7.10	Percentage of Votes to Be Assigned - Elect Rachel de Oliveira Maia as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendat disclosed in a timely manner, regarding a co vote recommendation is provided for this ite voting is adopted, which can be requested I recommendations are as follows: * Items 7. votes in the event of a cumulative election, candidates supported under the individual e support FOR the proposed incumbent non-ii the company (replacing the previous indepen Fernando Jorge Buso Gomes due to governa	of Article 141 of the B. Securities Regulator (CV ion is warranted for Ite unulative voting reques em. In addition, as Vale by holders of 5 percent 2, 7.4, 7.5, 7.6, 7.7, 7. indicating the intention elections (as further disc independent nominee, v endent chair, as further	razilian Corporate Law, in ac (M), and mandatory for all pu m 4 in the absence of public to presented by shareholders is a dispersed-capital compo- of the company's up to 48 h 8, 7.9, 7.10, 7.11, and 7.12: to equal distribute the votes cussed under Items 5.2-5.12 who is also nominated as the	cordance with the rules of the ublicly-traded Brazilian cly-available information, f. Item 6 is a non-voting item. any, in the event cumulative pours prior to the meeting, vot FOR the equal distribution of s and support the same (), * Item 7.1: Cautionary p new non-independent chair co	No e of		

lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
7.11	Percentage of Votes to Be Assigned - Elect Shunji Komai as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. An ABSTAIN vote recommendation is warranted for Item 4 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. Item 6 is a non-voting item. No vote recommendation is provided for this item. In addition, as Vale is a dispersed-capital company, in the event cumulative voting is adopted, which can be requested by holders of 5 percent of the company's up to 48 hours prior to the meeting, vote recommendations are as follows: * Items 7.2, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9, 7.10, 7.11, and 7.12: FOR the equal distribution of votes in the event of a cumulative election, indicating the intention to equal distribute the votes and support the same candidates supported under the individual elections (as further discussed under Items 5.2-5.12); * Item 7.1: Cautionary support FOR the proposed incumbent non-independent nominee, who is also nominated as the new non-independent chair of the company (replacing the previous independent chair, as further discussed under Item 8.1); * Item 7.3: AGAINST nominees Fernando Jorge Buso Gomes due to governance concerns.						
7.12	Percentage of Votes to Be Assigned - Elect Vera Marie Inkster as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendat disclosed in a timely manner, regarding a cu vote recommendation is provided for this ité voting is adopted, which can be requested b recommendations are as follows: * Items 7.	of Article 141 of the E ecurities Regulator (C ion is warranted for Itu imulative voting reque em. In addition, as Valu ny holders of 5 percent	Brazilian Corporate Law, in acco (M), and mandatory for all pul- em 4 in the absence of publicly st presented by shareholders. e is a dispersed-capital compan of the company's up to 48 ho	ordance with the rules of the blicly-traded Brazilian y-available information, Item 6 is a non-voting item. ny, in the event cumulative urs prior to the meeting, vo	e No te		
	votes in the event of a cumulative election, candidates supported under the individual e support FOR the proposed incumbent non-in the company (replacing the previous indepe Fernando Jorge Buso Gomes due to governa	indicating the intention lections (as further dis ndependent nominee, ndent chair, as further	n to equal distribute the votes cussed under Items 5.2-5.12), who is also nominated as the i	and support the same * Item 7.1: Cautionary new non-independent chair	of		
8.1	votes in the event of a cumulative election, candidates supported under the individual e support FOR the proposed incumbent non-in the company (replacing the previous indepe	indicating the intention lections (as further dis ndependent nominee, ndent chair, as further	n to equal distribute the votes cussed under Items 5.2-5.12), who is also nominated as the i	and support the same * Item 7.1: Cautionary new non-independent chair	of		
8.1	votes in the event of a cumulative election, candidates supported under the individual e support FOR the proposed incumbent non-in the company (replacing the previous indepe Fernando Jorge Buso Gomes due to governa Elect Daniel Andre Stieler as Board	indicating the intention lections (as further dis independent nominee, indent chair, as further ance concerns. Mgmt Il board independence the election of incumb of the board; * Items 2 d independence and th Fernando Jorge Buso (n to equal distribute the votes cussed under Items 5.2-5.12), who is also nominated as the i discussed under Item 8.1); * For of 62 percent, vote recommen- ent non-independent nominee 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9, e lack of known concerns rega fomes due to governance conc	and support the same * Item 7.1: Cautionary new non-independent chair Item 7.3: AGAINST nomine For ndations are as follows: * a Daniel Andre Stieler and hi 5.10, 5.11, and 5.12: FOR rding the proposed board	of es For		
8.1	votes in the event of a cumulative election, candidates supported under the individual e support FOR the proposed incumbent non-in the company (replacing the previous indepe Fernando Jorge Buso Gomes due to governa Elect Daniel Andre Stieler as Board Chairman Voting Policy Rationale: In light of the overa Items 5.1 and 8.1: Cautionary support FOR election as the new non-independent chair of proposed nominees due to the overall board candidates; * Item 5.3: AGAINST nominee I	indicating the intention lections (as further dis independent nominee, indent chair, as further ance concerns. Mgmt Il board independence the election of incumb of the board; * Items 2 d independence and th Fernando Jorge Buso (n to equal distribute the votes cussed under Items 5.2-5.12), who is also nominated as the i discussed under Item 8.1); * For of 62 percent, vote recommen- ent non-independent nominee 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9, e lack of known concerns rega fomes due to governance conc	and support the same * Item 7.1: Cautionary new non-independent chair Item 7.3: AGAINST nomine For ndations are as follows: * a Daniel Andre Stieler and hi 5.10, 5.11, and 5.12: FOR rding the proposed board	of es For		
	votes in the event of a cumulative election, candidates supported under the individual e support FOR the proposed incumbent non-in the company (replacing the previous indeper Fernando Jorge Buso Gomes due to governa Elect Daniel Andre Stieler as Board Chairman Voting Policy Rationale: In light of the overa Items 5.1 and 8.1: Cautionary support FOR election as the new non-independent chair of proposed nominees due to the overall board candidates; * Item 5.3: AGAINST nominee I election of independent incumbent nominees Elect Marcelo Gasparino da Silva as	indicating the intention lections (as further dis independent nominee, indent chair, as further ance concerns. Mgmt Mgmt Mgmt independence and the Fernando Jorge Buso C Marcelo Gasparino as Mgmt Mgmt Mgmt Mgmt Fernando Jorge Buso C	n to equal distribute the votes cussed under Items 5.2-5.12), who is also nominated as the i discussed under Item 8.1); * For of 62 percent, vote recommen- ent non-independent nominee 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9, e lack of known concerns rega Formes due to governance conc board vice-chair. For of 62 percent, vote recommen- ent non-independent nominee 5.2, 5.4, 5.5, 5.6, 5.7, 5.8, 5.9, e lack of known concerns rega Formes due to governance conc	and support the same * Item 7.1: Cautionary new non-independent chair Item 7.3: AGAINST nomine For ndations are as follows: * 2 Daniel Andre Stieler and hi. 5.10, 5.11, and 5.12: FOR riding the proposed board rems; * Item 9.1: For the For ndations are as follows: * 2 Daniel Andre Stieler and hi. 5.10, 5.11, and 5.12: FOR riding the proposed board	of es For s the For		

Voting Policy Rationale: A vote FOR these proposals is warranted because: * The company has provided timely disclosure of the fiscal council nominees appointed by shareholders; * There are no known concerns regarding the proposed nominees; and * The company's fiscal council is a permanent body composed of three to five members and alternates.

Vale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
10.2	Elect Marcio de Souza as Fiscal Council Member and Ana Maria Loureiro Recart as Alternate Appointed by Caixa de Previdencia dos Funcionarios do Banco do Brasil - Previ	SH	None	For	For	_		
	Voting Policy Rationale: A vote FOR these p the fiscal council nominees appointed by sha * The company's fiscal council is a permane	areholders; * There ar	re no known concerns regardin	ng the proposed nominees; a				
10.3	Elect Paulo Clovis Ayres Filho as Fiscal Council Member and Guilherme Jose de Vasconcelos Cerqueira as Alternate Appointed by Cosan	SH	None	For	For			
	Voting Policy Rationale: A vote FOR these proposals is warranted because: * The company has provided timely disclosure of the fiscal council nominees appointed by shareholders; * There are no known concerns regarding the proposed nominees; and * The company's fiscal council is a permanent body composed of three to five members and alternates.							
10.4	Elect Raphael Manhaes Martins as Fiscal Council Member and Adriana de Andrade Sole as Alternate Appointed by Geracao L. Par Fundo de Investimento em Acoes and Other Shareholders	SH	None	For	For			
	Voting Policy Rationale: A vote FOR these p the fiscal council nominees appointed by sha * The company's fiscal council is a permane	areholders; * There ar	re no known concerns regardin	ng the proposed nominees; a		-		
11	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	For	For			
	Extraordinary Meeting Agenda	Mgmt						
1	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For			

YPF SA

Meeting Date: 04/28/2023	Country: Argentina	Ticker: YPFD
Record Date: 04/10/2023	Meeting Type: Annual/Special	
Primary Security ID: P9T983166		

					Shares Voted: 2,617,667	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Meeting for ADR Holders	Mgmt				
1	Designate Two Shareholders to Sign Minutes of Meeting	Mgmt	For	For	For	
2	Approve Exemption from Preemptive Offer of Shares to Shareholders Pursuant to Article 67 of Law No. 26,831 in Relation to Repurchase of Company's Shares Related to Creation of Long Term Compensation Plan	Mgmt	For	For	For	
3	Consider Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	

YPF SA

Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
4	Approve Allocation of Income; Constitute Voluntary Reserves	Mgmt	For	For	For			
5	Approve Remuneration of Auditors for FY 2022	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these it relationship with its external auditor; and *							
6	Approve Auditors for FY 2023 and Fix Their Remuneration	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these it relationship with its external auditor; and *							
7	Consider Discharge of Directors and Members of Internal Statutory Auditors Committee	Mgmt	For	For	For			
8	Approve Remuneration of Directors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these it remuneration amounts; * Historical director internal auditor.				the			
9	Approve Remuneration of Internal Statutory Auditors Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these it remuneration amounts; * Historical director internal auditor.				the			
10	Fix Number of Members of Internal Statutory Auditors Committee and Alternates	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these it the company's board of directors and intern	-	the lack of known concern	s regarding the competence of	of			
11	Elect One Member of Internal Statutory Auditors Committee and Alternate for Class A Shares	Mgmt						
	Voting Policy Rationale: These are non-votin	ng items.						
12	Elect One Member of Internal Statutory Auditors Committee and Alternate for Class D Shares	Mgmt	For	For	For			
13	Fix Number of Directors and Alternates	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these items is warranted given the lack of known concerns regarding the competence of the company's board of directors and internal statutory auditors.							
14	Elect One Director and Alternate for Class A Shares and Determination of their Tenure	Mgmt						
	Voting Policy Rationale: These are non-votin	ng items.						
15	Elect Directors and Their Alternates for Class D Shares and Determination of their Tenure	Mgmt	For	For	For			
16	Authorize Remuneration of Directors and Members of Internal Statutory Auditors Committee for FY 2023	Mgmt	For	For	For			

remuneration amounts; * Historical director pay appears reasonable; and * There are no known concerns over fees paid to the internal auditor.

YPF SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Renew Board's Authority to Set Terms and Conditions under Frequent Issuer Regime and to Create Global Programs for Issuance of Negotiable Bonds	Mgmt	For	For	For

AU Small Finance Bank Limited

Meeting Date: 04/30/2023	Country: India	Ticker: 540611
Record Date: 03/24/2023	Meeting Type: Special	
Primary Security ID: Y0R772123		

					Shares Voted: 215,642
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Kavita Venugopal as Director	Mgmt	For	For	For
2	Approve AU Employees Stock Option Scheme 2023	Mgmt	For	For	For

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: 939,985
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark Bristow	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propo	sed nominees as no sig	nificant concerns have been	n identified at this time.	
1.2	Elect Director Helen Cai	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propo	sed nominees as no sig	nificant concerns have been	n identified at this time.	
1.3	Elect Director Gustavo A. Cisneros	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propo	sed nominees as no sig	nificant concerns have been	n identified at this time.	
1.4	Elect Director Christopher L. Coleman	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propo	sed nominees as no sig	nificant concerns have been	n identified at this time.	
1.5	Elect Director Isela Costantini	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propo	sed nominees as no sig	nificant concerns have been	n identified at this time.	
1.6	Elect Director J. Michael Evans	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propo	sed nominees as no sig	nificant concerns have been	n identified at this time.	
1.7	Elect Director Brian L. Greenspun	Mgmt	For	For	For

Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.

Barrick Gold Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1.8	Elect Director J. Brett Harvey	Mgmt	For	For	For	
	Voting Policy Rationale: Vote FOR all proposed	nominees as no significant	t concerns have been identified at this i	time.		
1.9	Elect Director Anne Kabagambe	Mgmt	For	For	For	
	Voting Policy Rationale: Vote FOR all proposed	nominees as no significant	t concerns have been identified at this i	time.		
1.10	Elect Director Andrew J. Quinn	Mgmt	For	For	For	
	Voting Policy Rationale: Vote FOR all proposed	nominees as no significant	t concerns have been identified at this i	time.		
1.11	Elect Director Loreto Silva	Mgmt	For	For	For	
	Voting Policy Rationale: Vote FOR all proposed	nominees as no significant	t concerns have been identified at this i	time.		
1.12	Elect Director John L. Thornton	Mgmt	For	For	For	
	Voting Policy Rationale: Vote FOR all proposed	nominees as no significant	t concerns have been identified at this i	time.		
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	

Reliance Industries Ltd.

Meeting Date: 05/02/2023	Country: India	Ticker: 500325
Record Date: 04/25/2023	Meeting Type: Court	
Primary Security ID: Y72596102		

					Shares Voted: 4,426,598
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court-Ordered Meeting for Equity Shareholders	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Ternium SA

Meeting Date: 05/02/2023	Country: Luxembourg	Ticker: TX
Record Date: 03/27/2023	Meeting Type: Annual	
Primary Security ID: 880890108		

					Shares Voted: 444,789	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Meeting for ADR Holders	Mgmt				
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	

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

Ternium SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite audit procedures used.	ems is warranted due	to a lack of concern regarding	g the accounts presented or	
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Discharge of Directors	Mgmt	For	For	For
5	Elect Directors (Bundled)	Mgmt	For	Against	Against
6	Voting Policy Rationale: A vote AGAINST is w percent). Furthermore, the company bundle generally support the bundling together of s Approve Remuneration of Directors	s the reappointment	of directors under this item. IS	S policy guidelines do not	Against
	Voting Policy Rationale: A vote AGAINST is w market standards.	warranted because th	e remuneration for the chairm	an is excessive compared to	
7	Approve PricewaterhouseCoopers as	Mgmt	For	For	For
	Auditors and Authorize Board to Fix Their Remuneration				
8		Mgmt	For	For	For

Meeting Date: 05/03/2023	Country: United Kingdom	Ticker: GSK
Record Date: 04/28/2023	Meeting Type: Annual	
Primary Security ID: G3910J179		

					Shares Voted: 113,762
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Julie Brown as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this c	andidate is warranted as	no significant concerns hav	ve been identified.	
4	Elect Vishal Sikka as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this c	andidate is warranted as	no significant concerns hav	ve been identified.	
5	Elect Elizabeth McKee Anderson as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this c	andidate is warranted as	no significant concerns hav	ve been identified.	
6	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this c	andidate is warranted as	no significant concerns hav	ve been identified.	
7	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.

GSK Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
8	Re-elect Charles Bancroft as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this can	ndidate is warranted as	no significant concerns i	have been identified.			
9	Re-elect Hal Barron as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this can	ndidate is warranted as	no significant concerns i	have been identified.			
10	Re-elect Anne Beal as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this can	ndidate is warranted as	no significant concerns i	have been identified.			
11	Re-elect Harry Dietz as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this can	ndidate is warranted as	no significant concerns i	have been identified.			
12	Re-elect Jesse Goodman as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this can	ndidate is warranted as	no significant concerns i	have been identified.			
13	Re-elect Urs Rohner as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this can	ndidate is warranted as	no significant concerns i	have been identified.			
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		
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed a	mounts and durations are withir	1		
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed a	mounts and durations are withir	1		
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
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		

Reckitt Benckiser Group Plc

Meeting Date: 05/03/2023	Country: United Kingdom	Ticker: RKT
Record Date: 04/28/2023	Meeting Type: Annual	
Primary Security ID: G74079107		

Reckitt Benckiser Group Plc

					Shares Voted: 30,824
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 Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
6	Re-elect Jeff Carr as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
7	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
8	Re-elect Nicandro Durante as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
)	Re-elect Mary Harris as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
.0	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
11	Re-elect Pam Kirby as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
12	Re-elect Chris Sinclair as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
13	Re-elect Elane Stock as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
14	Re-elect Alan Stewart as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
15	Elect Jeremy Darroch as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
16	Elect Tamara Ingram as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Direc	tors is warranted as no sig	nificant concerns have been identified.		
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

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise Issue of Equity	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed a	mounts and durations are within	
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed a	mounts and durations are within	
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed a	mounts and durations are within	
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

AIB Group plc

Meeting Date: 05/04/2023	Country: Ireland	Ticker: A5G
Record Date: 04/30/2023	Meeting Type: Annual	
Primary Security ID: G0R4HJ106		

					Shares Voted: 162,454
Proposal 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	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
5a	Re-elect Anik Chaumartin as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted a	as no significant concerns h	nave been identified.	
5b	Re-elect Donal Galvin as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted a	as no significant concerns h	nave been identified.	
5c	Re-elect Basil Geoghegan as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted a	as no significant concerns h	nave been identified.	
5d	Re-elect Tanya Horgan as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted a	as no significant concerns h	nave been identified.	
5e	Re-elect Colin Hunt as Director	Mgmt	For	For	For
	Voting Policy Rationale: 4 vote FOR these I	Directors is warranted a	as no significant concerns k	nave heen identified	

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

AIB Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
5f	Re-elect Sandy Kinney Pritchard as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	no significant concerns have	been identified.				
5g	Re-elect Elaine MacLean as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	no significant concerns have	been identified.				
5h	Re-elect Andy Maguire as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	no significant concerns have	been identified.				
5i	Re-elect Brendan McDonagh as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	no significant concerns have	been identified.				
5j	Re-elect Helen Normoyle as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	no significant concerns have	been identified.				
5k	Re-elect Ann O'Brien as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	no significant concerns have	been identified.				
51	Re-elect Fergal O'Dwyer as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	no significant concerns have	been identified.				
5m	Re-elect Jim Pettigrew Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.							
5n	Re-elect Jan Sijbrand as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.							
50	Re-elect Raj Singh as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.							
6	Approve Remuneration Report	Mgmt	For	For	For			
7	Approve Remuneration Policy	Mgmt	For	For	For			
8	Authorise Issue of Equity	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these r recommended limits.	esolutions is warranted L	necause the proposed amount	ts and durations are within				
9a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.							
9b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these r recommended limits.	esolutions is warranted l	pecause the proposed amount	ts and durations are within				
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For			
11	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For			
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For			

AIB Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve the Directed Buyback Contract with the Minister for Finance	Mgmt	For	For	For

BAE Systems Plc

Meeting Date: 05/04/2023	Country: United Kingdom	Ticker: BA
Record Date: 05/02/2023	Meeting Type: Annual	
Primary Security ID: G06940103		

					Shares Voted: 294,530
Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this can	didate is warranted as i	no significant concerns have	been identified.	
6	Re-elect Thomas Arseneault as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this can	didate is warranted as i	no significant concerns have	been identified.	
7	Re-elect Crystal Ashby as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this can	didate is warranted as i	no significant concerns have	been identified.	
l	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this can	didate is warranted as i	no significant concerns have	been identified.	
)	Re-elect Bradley Greve as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this can	didate is warranted as i	no significant concerns have	been identified.	
)	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this can	didate is warranted as i	no significant concerns have	been identified.	
1	Re-elect Christopher Grigg as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this can	didate is warranted as i	no significant concerns have	been identified.	
.2	Re-elect Ewan Kirk as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this can	didate is warranted as i	no significant concerns have	been identified.	
3	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this can	didate is warranted as i	no significant concerns have	been identified.	
.4	Re-elect Nicole Piasecki as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this can	didate is warranted as i	no significant concerns have	been identified.	
15	Re-elect Charles Woodburn as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this can	didate is warranted as i	no significant concerns have	been identified.	

Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.

BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
16	Elect Cressida Hogg as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR this cal	ndidate is warranted a	s no significant concerns have	e been identified.		
17	Elect Lord Sedwill as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR this car	ndidate is warranted a	s no significant concerns have	e been identified.		
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	
	Voting Policy Rationale: A vote FOR these r recommended limits.	esolutions is warrante	d because the proposed amo	unts and durations are within		
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these r recommended limits.	esolutions is warrante	d because the proposed amo	unts and durations are within		-
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	

Ecolab Inc.

Meeting Date: 05/04/2023	Country: USA	Ticker: ECL
Record Date: 03/07/2023	Meeting Type: Annual	
Primary Security ID: 278865100		

					Shares Voted: 26,857
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shari L. Ballard	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the o	director nominees is warra	nted.		
1b	Elect Director Barbara J. Beck	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the o	director nominees is warra	nted.		
1c	Elect Director Christophe Beck	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the o	director nominees is warra	nted.		
1d	Elect Director Jeffrey M. Ettinger	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the o	director nominees is warra	nted.		
1e	Elect Director Eric M. Green	Mgmt	For	For	For
	Voting Policy Pationale: A vota FOP the	diractor nominaac ic warra	ntod		

Voting Policy Rationale: A vote FOR the director nominees is warranted.

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1f	Elect Director Arthur J. Higgins	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	ed.					
1g	Elect Director Michael Larson	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	ed.					
1h	Elect Director David W. MacLennan	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	ed.					
1i	Elect Director Tracy B. McKibben	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	ed.					
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	ed.					
1k	Elect Director Victoria J. Reich	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	ed.					
11	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1m	Elect Director John J. Zillmer	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the director nominees is warranted.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For			
3	Approve Omnibus Stock Plan	Mgmt	For	For	For			
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For			
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST th. pay-for-performance misalignment was ider remained majority time-based, per ISS' valu of shares/options, than in the prior year. La second consecutive year.	ntified, largely because of Nation, and the CEO receiv	an increase in the CEO's eq ved a larger grant, both as a	uity award value. Equity gra dollar value and as a num	ber			
6	Advisory Vote on Say on Pay	Mgmt	One Year	One	One Year			

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.

Grafton Group Plc

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Frequency

Meeting Date: 05/04/2023 Record Date: 04/30/2023 Primary Security ID: G4035Q189 Country: Ireland Meeting Type: Annual Ticker: GFTU

Year

Grafton Group Plc

					Shares Voted: 100,618
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
3a	Re-elect Paul Hampden Smith as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as n	o significant concerns have been	identified.	
3b	Re-elect Susan Murray as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as n	o significant concerns have been	identified.	
Sc	Re-elect Vincent Crowley as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as n	o significant concerns have been	identified.	
3d	Re-elect Rosheen McGuckian as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as n	o significant concerns have been	identified.	
3e	Re-elect Avis Darzins as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as n	o significant concerns have been	identified.	
f	Re-elect David Arnold as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as n	o significant concerns have been	identified.	
g	Elect Eric Born as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as n	o significant concerns have been	identified.	
3h	Re-elect Michael Roney as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as n	o significant concerns have been	identified.	
	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
3	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted be	cause the proposed amounts and	d durations are within	
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted be	cause the proposed amounts and	d durations are within	
11	Authorise Market Purchase of Shares	Mgmt	For	For	For
12	Determine Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For

Phoenix Group Holdings Plc

Meeting Date: 05/04/2023 Record Date: 05/02/2023 Primary Security ID: G7S8MZ109 Country: United Kingdom Meeting Type: Annual Ticker: PHNX

					Shares Voted: 154
roposal lumber	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
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
6	Re-elect Andy Briggs as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
7	Elect Stephanie Bruce as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
8	Re-elect Karen Green as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
9	Elect Mark Gregory as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
10	Re-elect Hiroyuki Iioka as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
11	Re-elect Katie Murray as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
12	Re-elect John Pollock as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
13	Re-elect Belinda Richards as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
14	Elect Maggie Semple as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
15	Re-elect Nicholas Shott as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
16	Re-elect Kory Sorenson as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
17	Re-elect Rakesh Thakrar as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted as r	no significant concerns have b	peen identified.	
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
	Voting Policy Rationale: A vote FOR these resol recommended limits.	lutions is warranted becaus	se the proposed amounts and durations	are within	
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these reson recommended limits.	lutions is warranted becaus	se the proposed amounts and durations	s are within	
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these reson recommended limits.	lutions is warranted becaus	se the proposed amounts and durations	are within	
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

PVR Limited

2

Meeting Date: 05/04/2023	Country: India	Ticker: 532689
Record Date: 03/31/2023	Meeting Type: Special	
Primary Security ID: Y71626108		

					Shares Voted: 3,305,424	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Postal Ballot	Mgmt				
1	Elect Haigreve Khaitan as Director	Mgmt	For	Against	Against	

Voting Policy Rationale: Item1: Elect Haigreve Khaitan as Director A vote AGAINST the following nominee is warranted because: * Haigreve Khaitan serves on a total of more than six public company boards, which could potentially compromise his ability to commit sufficient time to his role in the company. * He has been reclassified as non-independent by ISS given his tenure on the board of Inox Leisure is more than ten years and in light of the merger of Inox Leisure with the Company. Item 2: Elect Amit Jatia as Director A vote AGAINST the following nominee is warranted because: * Amit Jatia has been reclassified as non-independent by ISS given his tenure on the board of Inox Leisure is more than ten years and in light of the merger of Inox Leisure with the Company. Item 3: Elect Vishesh Chander Chandiok as Director A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee.

Elect Vishesh Chander Chandiok as	Mgmt	For	For	For
Director				

Voting Policy Rationale: Item1: Elect Haigreve Khaitan as Director A vote AGAINST the following nominee is warranted because: * Haigreve Khaitan serves on a total of more than six public company boards, which could potentially compromise his ability to commit sufficient time to his role in the company. * He has been reclassified as non-independent by ISS given his tenure on the board of Inox Leisure is more than ten years and in light of the merger of Inox Leisure with the Company. Item 2: Elect Amit Jatia as Director A vote AGAINST the following nominee is warranted because: * Amit Jatia has been reclassified as non-independent by ISS given his tenure on the board of Inox Leisure on the board of Inox Leisure is more than ten years and in light of the merger of Inox Leisure with the Company. Item 3: Elect Vishesh Chander Chandiok as Director A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee.

PVR Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
3	Elect Amit Jatia as Director	Mgmt	For	Against	For	
	Voting Policy Rationale: Item1: Elect Haigre because: * Haigreve Khaitan serves on a to ability to commit sufficient time to his role in tenure on the board of Inox Leisure is more 2: Elect Amit Jatia as Director A vote AGAIN as non-independent by ISS given his tenure Inox Leisure with the Company. Item 3: Ele given the absence of any known issues cond	tal of more than six pul n the company. * He ha than ten years and in IST the following nomin on the board of Inox L ct Vishesh Chander Cha	blic company boards, which could as been reclassified as non-indep light of the merger of Inox Leisu nee is warranted because: * Amit Leisure is more than ten years an	d potentially compromise pendent by ISS given his re with the Company. Ite t Jatia has been reclassifie nd in light of the merger c	m ed of	
4	Approve Pledging of Assets for Debt	Mgmt	For	For	For	
RWE AG						
Meeting Date: (Record Date: 04 Primary Securit		ler	Ticker: RWE			
					Shares Voted: 24,477	
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	
	Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	oposals are warranted a	as there is no evidence that the l	boards have not fulfilled		
3.2	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2022	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	oposals are warranted a	as there is no evidence that the l	boards have not fulfilled		
3.3	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2022	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	oposals are warranted a	as there is no evidence that the l	boards have not fulfilled		
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	oposals are warranted a	as there is no evidence that the l	boards have not fulfilled		-
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2022	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	oposals are warranted a	as there is no evidence that the l	boards have not fulfilled		-

their fiduciary duties.

RWE AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	oposals are warranted a	as there is no evidence that th	he boards have not fulfilled				
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	oposals are warranted a	as there is no evidence that th	he boards have not fulfilled				
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	oposals are warranted a	as there is no evidence that th	he boards have not fulfilled				
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	oposals are warranted a	as there is no evidence that th	he boards have not fulfilled				
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	roposals are warranted a	as there is no evidence that th	he boards have not fulfilled				
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.							
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	oposals are warranted a	as there is no evidence that th	he boards have not fulfilled				
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	roposals are warranted a	as there is no evidence that th	he boards have not fulfilled				
4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	oposals are warranted a	as there is no evidence that th	he boards have not fulfilled				
4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	oposals are warranted a	as there is no evidence that th	he boards have not fulfilled				

their fiduciary duties.

RWE AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
4.13	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2022	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR these p their fiduciary duties.	roposals are warranted a	as there is no evidence that th	he boards have not fulfilled			
4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2022	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR these p their fiduciary duties.	roposals are warranted a	as there is no evidence that th	he boards have not fulfilled			
4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2022	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR these p their fiduciary duties.	roposals are warranted a	as there is no evidence that th	he boards have not fulfilled			
4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2022	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR these p their fiduciary duties.	roposals are warranted a	as there is no evidence that th	he boards have not fulfilled			
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2022	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR these p their fiduciary duties.	roposals are warranted a	as there is no evidence that th	he boards have not fulfilled			
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2022	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR these p their fiduciary duties.	roposals are warranted a	as there is no evidence that th	he boards have not fulfilled			
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2022	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2022	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR these p their fiduciary duties.	roposals are warranted a	as there is no evidence that th	he boards have not fulfilled			
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		
	Voting Policy Rationale: Votes FOR are war	rranted because there ar	e no concerns regarding these	e proposals.			
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		
	Voting Policy Rationale: Votes FOR are war	rranted because there ar	e no concerns regarding these	e proposals.			
7	Approve Remuneration Report	Mgmt	For	For	For		

RWE AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
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	
	Voting Policy Rationale: Votes FOR the prop	osed authorizations are	e warranted.			
10	Approve Creation of EUR 380.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the prop	osed authorizations are	e warranted.			
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For	

Will Semiconductor Co., Ltd. Shanghai

Meeting Date: 05/04/2023	Country: China	Ticker: 603501
Record Date: 04/24/2023	Meeting Type: Special	
Primary Security ID: Y9584K103		

					Shares Voted: 34,400
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Repurchase and Cancellation of Performance Shares	Mgmt	For	For	For

Beijing Oriental Yuhong Waterproof Technology Co., Ltd.

Meeting Date: 05/05/2023	Country: China	Ticker: 002271
Record Date: 04/25/2023	Meeting Type: Annual	
Primary Security ID: Y07729109		

			:	Shares Voted: 8,687,367	
Proposal Text	Proponent	Mgmt Rec		Vote Instruction	
Approve Report of the Board of Directors	Mgmt	For	For	For	
Voting Policy Rationale: A vote FOR is m	perited for these routine res	olutions because no concerr	ns have been identified.		
Approve Report of the Board of Supervisors	Mgmt	For	For	For	
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
Approve Financial Statements	Mgmt	For	For	For	
-	Approve Report of the Board of Directors <i>Voting Policy Rationale: A vote FOR is m</i> Approve Report of the Board of Supervisors <i>Voting Policy Rationale: A vote FOR is m</i>	Approve Report of the Board of Directors Mgmt <i>Voting Policy Rationale: A vote FOR is merited for these routine res</i> Approve Report of the Board of Supervisors <i>Voting Policy Rationale: A vote FOR is merited for these routine res</i>	Proposal Text Proponent Rec Approve Report of the Board of Directors Mgmt For Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concern Approve Report of the Board of Supervisors Mgmt For Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concern Supervisors For Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concern	Proposal TextProponentMgmt RecVoting Policy RecApprove Report of the Board of DirectorsMgmtForForVoting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.ForApprove Report of the Board of SupervisorsMgmtForForVoting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.ForVoting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.For	

Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.

Beijing Oriental Yuhong Waterproof Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
4	Approve Financial Budget Report	Mgmt	For	For	For		
5	Approve Profit Distribution	Mgmt	For	For	For		
6	Approve Annual Report and Summary	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merite	ed for these routine reso	olutions because no concerns	s have been identified.			
7	Approve to Appoint Auditor	Mgmt	For	For	For		
8	Approve Remuneration of Directors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merite	ed because no concerns	have been identified.				
9	Approve Remuneration of Supervisors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merite	ed because no concerns	have been identified.				
10	Approve Application of Comprehensive Credit Lines	Mgmt	For	For	For		
11	Approve Guarantee Provision for Comprehensive Credit Lines	Mgmt	For	For	For		
12	Approve External Guarantee	Mgmt	For	For	For		
13	Approve Provision of Guarantee for Wholly-owned Subsidiary	Mgmt	For	For	For		
14	Approve Decrease in Capital	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
15	Amend Articles of Association	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merite	ed because no concerns	have been identified.				
16	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Mgmt	For	For	For		
17	Approve Change in Usage of Raised Funds and Use of Excess Funds to Replenish Working Capital	Mgmt	For	For	For		

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: 204,874	
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	

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

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
3b	Elect Georges Elhedery as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	irectors is warranted a	s no significant concerns have	been identified.				
3c	Elect Kalpana Morparia as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted a	s no significant concerns have	been identified.				
3d	Re-elect Rachel Duan as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	s no significant concerns have	been identified.				
Зе	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted a	s no significant concerns have	been identified.				
3f	Re-elect James Forese as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Pirectors is warranted as	s no significant concerns have	been identified.				
3g	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	irectors is warranted a	s no significant concerns have	been identified.				
3h	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	s no significant concerns have	been identified.				
3i	Re-elect Eileen Murray as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these D	Directors is warranted a	s no significant concerns have	been identified.				
Зј	Re-elect David Nish as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.							
3k	Re-elect Noel Quinn as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.							
31	Re-elect Mark Tucker as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.							
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			
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.							
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed amount	ts and durations are within				
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these re	esolutions is warranted	because the proposed amount	ts and durations are within				

Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
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			
	Voting Policy Rationale: A vote FOR these re the Company were to issue Contingent Conv convert into ordinary shares, this would resu support are: * Such authorities are common and * The conversion into ordinary shares w weakness well beyond the Company's curren	vertible Securities (CCS Ilt in significant dilution proposals at UK banks vould require the CET1	s) and a trigger event were to o to non-participating sharehold s and are intended to apply in e ratio to fall to a level which wo	occur, causing them to lers. The main reasons for extreme circumstances only	"			
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Contingent Convertible Securities (CCSs) and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.							
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	SH	Against	Against	Against			
	Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses							

Knorr-Bremse AG

Meeting Date: 05/05/2023	Country: Germany	Ticker: KBX
Record Date: 04/13/2023	Meeting Type: Annual	
Primary Security ID: D4S43E114		

					Shares Voted: 114,736
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			

Knorr-Bremse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
2	Approve Allocation of Income and Dividends of EUR 1.45 per Share	Mgmt	For	For	For			
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	oposals are warranted	as there is no evidence that	the boards have not fulfilled				
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	oposals are warranted	as there is no evidence that	the boards have not fulfilled				
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	For			
7	company has not provided adequate disclos these were considered to affect performanc a modifier, and it is unclear why this modifi Approve Virtual-Only Shareholder Meetings Until 2025	e. We also note that th	he STI already includes a lev	el of discretionary adjustment				
8	Meetings Until 2025 Approve Creation of EUR 32.2 Million	Mgmt	For	For	For			
	Pool of Authorized Capital with or without Exclusion of Preemptive Rights							
	Voting Policy Rationale: Votes FOR the proposed authorizations are warranted.							
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 16.1 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed authorizations ar	re warranted.					
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For			
11	Approve Affiliation Agreement with Knorr-Bremse Systeme fuer Nutzfahrzeuge GmbH	Mgmt	For	For	For			

Lattice Semiconductor Corporation

Meeting Date: 05/05/2023	Country: USA	Ticker: LSCC
Record Date: 03/10/2023	Meeting Type: Annual	
Primary Security ID: 518415104		

					Shares Voted: 1,938
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James R. Anderson	Mgmt	For	For	For

Lattice Semiconductor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
	Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.2	Elect Director Robin A. Abrams	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	d.					
1.3	Elect Director Douglas Bettinger	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	d.					
1.4	Elect Director Mark E. Jensen	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	d.					
1.5	Elect Director James P. Lederer	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	d.					
1.6	Elect Director D. Jeffrey Richardson	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	d.					
1.7	Elect Director Elizabeth Schwarting	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	d.					
1.8	Elect Director Raejeanne Skillern	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warrante	d.					
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			

Lonza Group AG

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

					Shares Voted: 3,250	
Proposal 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	

Voting Policy Rationale: Votes FOR the proposed nominees are warranted.

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
5.1.2	Reelect Marion Helmes as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	posed nominees are warra	inted.					
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	posed nominees are warra	nted.					
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	posed nominees are warra	onted.					
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	posed nominees are warra	onted.					
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	nted.					
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	onted.					
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	nted.					
5.2	Reelect Albert Baehny as Board Chair	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the proposed nominees are warranted.							
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	onted.					
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are warra	onted.					
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the prop	posed nominees are warra	nted.					
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.							
7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR are war	ranted because there are	no concerns regarding the	ese proposals.				
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			

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
	Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	are warranted because the	e proposals appear to be in line with m	arket practic	е
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
	Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	are warranted because the	e proposals appear to be in line with m	arket practic	е
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
	Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	are warranted because the	e proposals appear to be in line with m	arket practic	e
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
	Voting Policy Rationale: Votes FOR these items and do not raise significant concerns.	are warranted because the	e proposals appear to be in line with m	arket practic	е
12	Transact Other Business (Voting)	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is war shareholder to the proxy in case new voting ite board of directors; and * The content of these shareholders' best interest to vote against this	ms or counterproposals are new items or counterpropo	e introduced at the meeting by shareho nsals is not known at this time. Therefo	olders or the	

Man Group Plc (Jersey)

Meeting Date: 05/05/2023	Country: Jersey	Ticker: EMG
Record Date: 05/03/2023	Meeting Type: Annual	
Primary Security ID: G57991104		

					Shares Voted: 130,159	
Proposal 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	

Man Group Plc (Jersey)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
4	Re-elect Lucinda Bell as Director	Mgmt	For	For	For		
	identified. Item 9 An ABSTENTION for this	Voting Policy Rationale: Item 4-8 and 10-12 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 9 An ABSTENTION for this item is recommended, as the candidate, Jacqueline Hunt, has stepped down from the Board, and the resolution has been withdrawn.					
5	Re-elect Richard Berliand as Director	Mgmt	For	For	For		
	identified. Item 9 An ABSTENTION for this	Voting Policy Rationale: Item 4-8 and 10-12 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 9 An ABSTENTION for this item is recommended, as the candidate, Jacqueline Hunt, has stepped down from the Board, and the resolution has been withdrawn.					
6	Re-elect John Cryan as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Item 4-8 and 10-1 identified. Item 9 An ABSTENTION for this the Board, and the resolution has been wit	item is recommended, as	-		1		
7	Re-elect Luke Ellis as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Item 4-8 and 10-1 identified. Item 9 An ABSTENTION for this the Board, and the resolution has been wit	item is recommended, as	-		1		
8	Re-elect Antoine Forterre as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Item 4-8 and 10-1 identified. Item 9 An ABSTENTION for this the Board, and the resolution has been wit	item is recommended, as	-		1		
9	Re-elect Jacqueline Hunt as Director (Withdrawn)	Mgmt					
	Voting Policy Rationale: Item 4-8 and 10-12 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 9 An ABSTENTION for this item is recommended, as the candidate, Jacqueline Hunt, has stepped down from the Board, and the resolution has been withdrawn.						
10	Re-elect Cecelia Kurzman as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Item 4-8 and 10-1 identified. Item 9 An ABSTENTION for this the Board, and the resolution has been wit	item is recommended, as	-		1		
11	Elect Alberto Musalem as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Item 4-8 and 10-12 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 9 An ABSTENTION for this item is recommended, as the candidate, Jacqueline Hunt, has stepped down from the Board, and the resolution has been withdrawn.						
12	Re-elect Anne Wade as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Item 4-8 and 10-1 identified. Item 9 An ABSTENTION for this the Board, and the resolution has been wit	item is recommended, as	-		1		
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	Mgmt	For	For	For		
15	Expenditure						

Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Man Group Plc (Jersey)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these resc recommended limits.	olutions is warranted becau	se the proposed amounts and duration.	s are within	
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these resc recommended limits.	olutions is warranted becau	se the proposed amounts and duration.	s are within	
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

Accelleron Industries AG

Meeting Date: 05/09/2023	Country: Switzerland	Ticker: ACLN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0029X106		

					Shares Voted: 114,594	
Proposal 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	
	Voting Policy Rationale: Votes FOR the prop	osed nominees are wai	rranted.			
5.1.2	Reelect Bo Cerup-Simonsen as Director	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the prop	osed nominees are wai	rranted.			
5.1.3	Reelect Monika Kruesi as Director	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the prop	osed nominees are wai	rranted.			
5.1.4	Reelect Stefano Pampalone as Director	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the prop	osed nominees are wai	rranted.			
5.1.5	Reelect Gabriele Sons as Director	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the prop	osed nominees are wai	rranted.			
5.1.6	Reelect Detlef Trefzger as Director	Mgmt	For	For	For	
	Vating Policy Patianale: Vates FOP the proposed nominees are warranted					

Voting Policy Rationale: Votes FOR the proposed nominees are warranted.

Accelleron Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop	osed nominees are wa	prranted.		
5.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop	osed nominees are wa	rranted.		
5.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop	osed nominees are wa	rranted.		
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

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.

Allfunds Group Plc

Meeting Date: 05/09/2023	Country: United Kingdom	Ticker: ALLFG
Record Date: 05/04/2023	Meeting Type: Annual	
Primary Security ID: G0236L102		

					Shares Voted: 53,662
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST Repeated concerns are noted under the l LTIP awards vested during the year unde INFORMATION Policies: Compensation	evel of disclosure associ	ated to the annual bonus aw	vard granted to the CEO; and *	*
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.

Allfunds Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
5	Authorize Board to Determine Remuneration of Auditors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is warrante	ed because there are no co	ncerns regarding this proposal.			
6	Grant Board Authority to Issue Shares	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these resol recommended limits.	lutions is warranted becaus	se the proposed amounts and durations	s are within		
8	Authorise Issue of Equity without Pre-emptive Rights to Finance an Acquisition or Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these resol recommended limits.	lutions is warranted becaus	se the proposed amounts and durations	are within		
9	Authorize Repurchase of Shares	Mgmt	For	For	For	
10	Authorize the Company to Call General Meetings on Short Notice	Mgmt	For	For	For	

ASMPT Limited

Shares

Meeting Date: 05/09/2023	Country: Cayman Islands	Ticker: 522
Record Date: 05/04/2023	Meeting Type: Annual	
Primary Security ID: G0535Q133		

					Shares Voted: 136,400
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re percent of the relevant class of shares for is discount limit which is 10 percent for issuar	ssuance for cash and ne	on-cash consideration. * The		5 10
6	Authorize Reissuance of Repurchased	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR these resolutions is warranted for the following: * The aggregate share issuance limit is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration.

ASMPT Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
7	Elect Robin Gerard Ng Cher Tat as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the ele	ction of all nominees	is warranted.			
8	Elect Guenter Walter Lauber as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the ele	ection of all nominees	is warranted.			
9	Elect Andrew Chong Yang Hsueh as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the ele	oction of all nominees	is warranted.			
10	Elect Hera Siu Kitwan as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the ele	ction of all nominees	is warranted.			
11	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	

Rheinmetall AG

Meeting Date: 05/09/2023	Country: Germany	Ticker: RHM
Record Date: 04/17/2023	Meeting Type: Annual	
Primary Security ID: D65111102		

					Shares Voted: 4,000
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 4.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these po their fiduciary duties.	roposals are warranted	as there is no evidence that	the boards have not fulfilled	
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these po their fiduciary duties.	roposals are warranted	as there is no evidence that	the boards have not fulfilled	
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
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

Shandong Sinocera Functional Material Co., Ltd.

Meeting Date: 05/09/2023
Record Date: 05/04/2023
Primary Security ID: Y76867103

Country: China Meeting Type: Annual Ticker: 300285

					Shares Voted: 414,200
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merited	for these routine resolution	ns because no concerns have been iden	tified.	
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merited	for these routine resolution	ns because no concerns have been iden	tified.	
3	Approve Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merited	for these routine resolution	ns because no concerns have been iden	tified.	
4	Approve Profit Distribution	Mgmt	For	For	For
5	Approve Annual Report and Summary	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merited	for these routine resolution	ns because no concerns have been iden	tified.	
6	Approve Daily Related Party Transaction	Mgmt	For	For	For
7	Approve to Appoint Auditor	Mgmt	For	For	For

S-Oil Corp.

Meeting Date: 05/09/2023	Country: South Korea	Ticker: 010950
Record Date: 04/12/2023	Meeting Type: Special	
Primary Security ID: Y80710109		

					Shares Voted: 10,346
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Anwar A. Al-Hejazi as Inside Director	Mgmt	For	For	For

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/09/2023	Country: Italy	Ticker: TRN
Record Date: 04/27/2023	Meeting Type: Annual	
Primary Security ID: T9471R100		

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

Ordinary Business

Mgmt

TERNA Rete Elettrica Nazionale SpA

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	
	Voting Policy Rationale: These items warran allocation do not raise concerns. Support for shareholder meeting format, which will not a management during the meeting.	the approval of the fi	inancial statements is howeve	er qualified due to the	me	
2	Approve Allocation of Income	Mgmt	For	For	For	
	Voting Policy Rationale: These items warrant allocation do not raise concerns. Support for shareholder meeting format, which will not a management during the meeting.	the approval of the fi	nancial statements is howeve	er qualified due to the	me	
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt				
3	Fix Number of Directors	SH	None	For	For	
4	Fix Board Terms for Directors	SH	None	For	For	
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
5.1	Slate 1 Submitted by CDP Reti SpA	SH	None	Against	Against	
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt				
6	Elect Igor De Biasio 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 1 Submitted by CDP Reti SpA	SH	None	For	For	
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against	
	Shareholder Proposal Submitted by CDP Reti SpA	Mgmt				
9	Approve Internal Auditors' Remuneration	SH	None	For	For	
	Management Proposals	Mgmt				
10	Approve Long-Term Incentive Plan 2023-2027	Mgmt	For	For	For	
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	
12.1	Approve Remuneration Policy	Mgmt	For	For	For	
12.2	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	

Boralex Inc.

Meeting Date: 05/10/2023 Record Date: 03/13/2023 Primary Security ID: 09950M300 Country: Canada Meeting Type: Annual Ticker: BLX

					Shares Voted: 135,487
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andre Courville	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no significa	nt concerns have been identified at this	time.	
1.2	Elect Director Lise Croteau	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no significa	nt concerns have been identified at this	time.	
1.3	Elect Director Patrick Decostre	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no significa	nt concerns have been identified at this	time.	
1.4	Elect Director Ghyslain Deschamps	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no significa	nt concerns have been identified at this	time.	
1.5	Elect Director Marie-Claude Dumas	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no significa	nt concerns have been identified at this	time.	
1.6	Elect Director Marie Giguere	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no significa	nt concerns have been identified at this	time.	
1.7	Elect Director Ines Kolmsee	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no significa	nt concerns have been identified at this	time.	
1.8	Elect Director Patrick Lemaire	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no significa	nt concerns have been identified at this	time.	
1.9	Elect Director Alain Rheaume	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no significa	nt concerns have been identified at this	time.	
1.10	Elect Director Zin Smati	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no significa	nt concerns have been identified at this	time.	
1.11	Elect Director Dany St-Pierre	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all propose	ed nominees as no significa	nt concerns have been identified at this	time.	
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

K+S AG

Meeting Date: 05/10/2023 Record Date: 05/03/2023 Primary Security ID: D48164129 Country: Germany Meeting Type: Annual Ticker: SDF

K+S AG

					Shares Voted: 64,619
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 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
	Voting Policy Rationale: Votes FOR these propo their fiduciary duties.	sals are warranted as ther	e is no evidence that the boards have r	not fulfilled	
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these propo their fiduciary duties.	sals are warranted as ther	e is no evidence that the boards have r	not fulfilled	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6.1	Elect Elke Eller to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the propose	d nominees are warranted	due to a lack of concerns.		
6.2	Elect Christiane Hoelz to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the propose	d nominees are warranted	due to a lack of concerns.		
6.3	Elect Christine Wolff to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the propose	ed nominees are warranted	due to a lack of concerns.		
7	Approve Remuneration Report	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the reformer executive are in excess of market stand CEO receives a high level of pension contribution	ards. * A former executive	received guaranteed variable compens		
8	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
12	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
	Shareholder Proposal Submitted by Deutsche Balaton AG	Mgmt			
13	Approve EUR 38.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	SH	Against	Against	Against
	Management Proposal	Mgmt			

K+S AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	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

Kinepolis Group NV

Meeting Date: 05/10/2023	Country: Belgium	Ticker: KIN
Record Date: 04/26/2023	Meeting Type: Annual	
Primary Security ID: B5338M127		

					Shares Voted: 107,215		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
	Annual Meeting Agenda	Mgmt					
1	Receive Directors' Reports (Non-Voting)	Mgmt					
	Voting Policy Rationale: No vote is required.						
2	Receive Auditors' Reports (Non-Voting)	Mgmt					
	Voting Policy Rationale: No vote is required.						
3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.26 per Share	Mgmt	For	For	For		
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt					
5.1	Approve Discharge of Pentascoop NV, Permanently Represented by Joost Bert, as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is warra controversies that the supervisory board me			icant and compelling			
5.2	Approve Discharge of Eddy Duquenne as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is warranted in the absence of any information about significant and compelling controversies that the supervisory board member is not fulfilling its fiduciary duties.						
5.3	Approve Discharge of Philip Ghekiere as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is warra controversies that the supervisory board me			icant and compelling			
5.4	Approve Discharge of PGMS NV, Permanently Represented by Philip Ghekiere, as Director	Mgmt	For	For	For		

controversies that the supervisory board member is not fulfilling its fiduciary duties.

Kinepolis Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
5.5	Approve Discharge of SDL Advice BV, Permanently Represented by Sonja Rottiers, as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is warra controversies that the supervisory board me			ant and compelling			
5.6	Approve Discharge of Mavac BV, Permanently Represented by Marleen Vaesen, as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is warra controversies that the supervisory board me			ant and compelling			
5.7	Approve Discharge of 4F BV, Permanently Represented by Ignace Van Doorselaere, as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is warra controversies that the supervisory board me			ant and compelling			
5.8	Approve Discharge of Marion Debruyne BV, Permanently Represented by Marion Debruyne, as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is warra controversies that the supervisory board me			ant and compelling			
5.9	Approve Discharge of Pallanza Invest BV, Permanently Represented by Geert Vanderstappen, as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is warra controversies that the supervisory board me		-	ant and compelling			
6	Approve Discharge of Auditors	Mgmt	For	For	For		
7.1	Reelect 4F BV, Permanently Represented by Ignace Van Doorselaere, as Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the elect a period not exceeding four years; * The ca * There is no known controversy concerning non-independent director is warranted beca	ndidate appears to pos g the candidate A vote	sess the necessary qualificatic AGAINST the election of Mari	ons for board membership; a on Debruyne as			
7.2	Reelect Marion Debruyne BV, Permanently Represented by Marion Debruyne, as Independent Director	Mgmt	For	Against	Abstain		
	Voting Policy Rationale: A vote FOR the election of Ignace Van Doorselaere is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate A vote AGAINST the election of Marion Debruyne as non-independent director is warranted because there is a lack of independence within the board.						
8	Approve Remuneration Report	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote AGAINST is under STI plan and is lagging disclosure on of 2022 performance) which is not consider excessive as he earns 2.9x the median of B	performance achievem ed market practice; * K	ent (the company is reporting	on 2021 performance inste	ad		
9	Approve Remuneration of Directors	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST is BEL20-listed companies (2.9x higher).	warranted because Kine	epolis chairman fees are consi	dered excessive compared t	0		
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For		

Kinepolis Group NV

Meeting Date: 05/10/2023 Record Date: 04/26/2023

Primary Security ID: B5338M127

Country: Belgium Meeting Type: Extraordinary Shareholders

Ticker: KIN

roposal umber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Shares Voted: 107,215 Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
L	Authorize Share Repurchases Re: Hedging New Stock Options	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is a stock option plan', but the company has not further disclosure, shareholders are not in a support is warranted for the financing mech	disclosed any details position to assess the	or conditions of a new stock of terms and conditions of the s	option plan. In the absence o	f
2	Authorize Share Repurchases Re: Hedging Stock Options Under New Stock Option Plans	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is a stock option plan', but the company has not further disclosure, shareholders are not in a support is warranted for the financing mech	disclosed any details position to assess the	or conditions of a new stock of terms and conditions of the s	option plan. In the absence o	f
3	Amend Articles Re: Insertion of an Additional Article in the Transitional Provision on Disposing of Own Shares	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST thi warrant support on the basis of lacking disc			nder Items 1 and 2 do not	
	Approve Coordination of Articles of	Mgmt	For	Against	Against

Norsk Hydro ASA

Meeting Date: 05/10/2023	Country: Norway	Ticker: NHY	
Record Date: 05/03/2023	Meeting Type: Annual		
Primary Security ID: R61115102			

					Shares Voted: 0	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	

Voting Policy Rationale: These are routine meeting formalities.

Norsk Hydro ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
	Voting Policy Rationale: These are routine m	neeting formalities.			
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote
	Voting Policy Rationale: These are routine m	neeting formalities.			
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 5.65 Per Share	Mgmt	For	For	Do Not Vote
6	Approve NOK 30.5 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	Do Not Vote
7	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
8	Amend Articles Re: Share Capital; Nomination Committee; Annual General Meeting	Mgmt	For	For	Do Not Vote
9	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
10	Discuss Company's Corporate Governance Statement	Mgmt			
11	Approve Remuneration Statement	Mgmt	For	Against	Do Not Vote
	Voting Policy Rationale: A vote AGAINST this company's LTIP.	s item is warranted be	cause of the backward-looking	g performance period of the	
12.1	Elect Muriel Bjorseth Hansen as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
	Voting Policy Rationale: A vote FOR this iten committee in the past.	n is warranted, becaus	e of a lack of controversy rega	arding the nominating	
12.2	Elect Karl Mathisen as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
	Voting Policy Rationale: A vote FOR this iten committee in the past.	n is warranted, becaus	e of a lack of controversy rega	arding the nominating	
13	Approve Remuneration of Directors in the Amount of NOK 800,000 for the Chairman, NOK 460,000 for the Vice Chairman, and NOK 403,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	Do Not Vote
	Voting Policy Rationale: A vote FOR these re proposed fees.	emuneration proposals	is warranted because of a lac	k of concern regarding the	
14	Approve Remuneration of Members of Nomination Committe	Mgmt	For	For	Do Not Vote

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		

Rentokil Initial Plc

					Shares Voted: 149,844
Proposal 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
5	Elect David Frear as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as no	significant concerns have been identii	fied.	
7	Elect Sally Johnson as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	Pirectors is warranted as no	significant concerns have been identii	fied.	
3	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as no	significant concerns have been identil	fied.	
)	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as no	significant concerns have been identii	fied.	
0	Re-elect John Pettigrew as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as no	significant concerns have been identil	fied.	
.1	Re-elect Andy Ransom as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as no	significant concerns have been identii	fied.	
2	Re-elect Richard Solomons as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as no	significant concerns have been identii	fied.	
3	Re-elect Cathy Turner as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as no	significant concerns have been identii	fied.	
4	Re-elect Linda Yueh as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as no	significant concerns have been identii	fied.	
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
	Voting Policy Rationale: A vote FOR these re within recommended limits. Although the Co this issuance was due to the acquisition of 2	ompany exceeded the 33.3			
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR these resolutions is warranted because most of the proposed amounts and durations are within recommended limits. Although the Company exceeded the 33.3% limit for issuance without a rights issue of (35.5%), this issuance was due to the acquisition of Terminix.

Rentokil Initial 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 Specified Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted because most of the proposed amounts and durations are within recommended limits. Although the Company exceeded the 33.3% limit for issuance without a rights issue of (35.5%), this issuance was due to the acquisition of Terminix.				
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Adopt New Articles of Association	Mgmt	For	For	For

Symrise AG

Meeting Date: 05/10/2023	Country: Germany	Ticker: SY1
Record Date: 04/18/2023	Meeting Type: Annual	
Primary Security ID: D827A1108		

					Shares Voted: 35,950	
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 1.05 per Share	Mgmt	For	For	For	
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the disch shareholders may wish to vote against the b antitrust violations.		, ,			
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the disch shareholders may wish to vote against the b antitrust violations.					
5	Ratify Ernst & Young 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	Elect Jan Zijderveld to the Supervisory Board	Mgmt	For	For	For	
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	

adidas AG

Meeting Date: 05/11/2023 Record Date: 05/04/2023 Primary Security ID: D0066B185 Country: Germany Meeting Type: Annual Ticker: ADS

					Shares Voted: 35,302
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
	Voting Policy Rationale: Votes FOR these propo their fiduciary duties.	osals are warranted as ther	e is no evidence that the boards have i	not fulfilled	
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these propo their fiduciary duties.	osals are warranted as ther	e is no evidence that the boards have i	not fulfilled	
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

Endeavour Mining Plc

Meeting Date: 05/11/2023	Country: United Kingdom	Ticker: EDV
Record Date: 05/09/2023	Meeting Type: Annual	
Primary Security ID: G3042J105		

					Shares Voted: 14,509			
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 Alison Baker as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.							
3	Re-elect Ian Cockerill as Director	Mgmt	For	For	For			

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

Endeavour Mining Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
4	Re-elect Livia Mahler as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Di	rectors is warranted a	as no significant concerns l	have been identified.			
5	Re-elect Sebastien de Montessus as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
6	Re-elect Naguib Sawiris as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Di	rectors is warranted a	as no significant concerns l	have been identified.			
7	Re-elect Srinivasan Venkatakrishnan as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Di	rectors is warranted a	as no significant concerns l	have been identified.			
8	Re-elect Tertius Zongo as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Di	irectors is warranted a	as no significant concerns l	have been identified.			
9	Elect Sakhila Mirza as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
10	Elect Patrick Bouisset as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Di	rectors is warranted a	as no significant concerns l	have been identified.			
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	Amend Remuneration Policy	Mgmt	For	For	For		
14	Approve Remuneration Report	Mgmt	For	For	For		
15	Authorise Issue of Equity	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted	because the proposed an	nounts and durations are within			
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted	l because the proposed an	nounts and durations are within			
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted	l because the proposed an	nounts and durations are within			
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		

Evoqua Water Technologies Corp.

Meeting Date: 05/11/2023	Country: USA	Ticker: AQUA
Record Date: 04/05/2023	Meeting Type: Special	
Primary Security ID: 30057T105		

Evoqua Water Technologies Corp.

Accept Financial Statements and

Approve Remuneration Policy

Approve Remuneration Report

Re-elect Robert Childs as Director

Elect Paul Cooper as Director

Approve Final Dividend

Statutory Reports

1

5

6

7

8

						Shares Voted: 35,216	
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Merger Agr	eement	Mgmt	For	For	For	
2	Advisory Vote on Go	lden Parachutes	Mgmt	For	For	For	
3	Adjourn Meeting		Mgmt	For	For	For	
Hiscox Ltd.							
Meeting Date: 05/11/ Record Date: 05/09/2		Country: Bermuda		Ticker: HSX			
Primary Security ID:		Meeting Type: Annual					
						Shares Voted: 116,114	
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	

For

Voting Policy Rationale: VOTE RECOMMENDATION Items 5 A vote FOR this candidate is considered warranted, although it is not without concern for shareholders: * Board Chair Robert Childs has served on the Board for considerably longer than the nine years recommended under the UK Code. The main reason for support: * It is intended for the Chair to step down during 2023. * No other material concerns are identified in relation to Board representation. Items 6 to 15 A vote FOR these Directors is warranted as no significant concerns have been identified. BACKGROUND INFORMATION Policies: Board

Mgmt

Mgmt

Mgmt

Mgmt

Mgmt

Mgmt

Voting Policy Rationale: VOTE RECOMMENDATION Items 5 A vote FOR this candidate is considered warranted, although it is not without concern for shareholders: * Board Chair Robert Childs has served on the Board for considerably longer than the nine years recommended under the UK Code. The main reason for support: * It is intended for the Chair to step down during 2023. * No other material concerns are identified in relation to Board representation. Items 6 to 15 A vote FOR these Directors is warranted as no significant concerns have been identified. BACKGROUND INFORMATION Policies: Board

 Re-elect Donna DeMaio as Director
 Mgmt
 For
 For
 For

 Voting Policy Rationale: VOTE RECOMMENDATION Items 5 A vote FOR this candidate is considered warranted, although it is not without concern for shareholders: * Board Chair Robert Childs has served on the Board for considerably longer than the nine years recommended under the UK Code. The main reason for support: * It is intended for the Chair to step down during 2023. * No other material concerns are identified in relation to Board representation. Items 6 to 15 A vote FOR these Directors is warranted as no significant concerns have been identified. BACKGROUND INFORMATION Policies: Board

Re-elect Michael Goodwin as Director Mgmt For For For For Voting Policy Rationale: VOTE RECOMMENDATION Items 5 A vote FOR this candidate is considered warranted, although it is

not without concern for shareholders: * Board Chair Robert Childs has served on the Board for considerably longer than the nine years recommended under the UK Code. The main reason for support: * It is intended for the Chair to step down during 2023. * No other material concerns are identified in relation to Board representation. Items 6 to 15 A vote FOR these Directors is warranted as no significant concerns have been identified. BACKGROUND INFORMATION Policies: Board

Hiscox Ltd.

oposal ımber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
9	Re-elect Thomas Huerlimann as Director	Mgmt	For	For	For		
	Voting Policy Rationale: VOTE RECOMMEND not without concern for shareholders: * Boo nine years recommended under the UK Coc 2023. * No other material concerns are idea is warranted as no significant concerns have	ard Chair Robert Childs le. The main reason for ntified in relation to Boa	has served on the Board for support: * It is intended for ard representation. Items 6 to	considerably longer than the the Chair to step down during o 15 A vote FOR these Directo			
10	Re-elect Hamayou Akbar Hussain as Director	Mgmt	For	For	For		
	Voting Policy Rationale: VOTE RECOMMENT not without concern for shareholders: * Boo nine years recommended under the UK Coo 2023. * No other material concerns are iden is warranted as no significant concerns hav	ard Chair Robert Childs le. The main reason foi ntified in relation to Boa	has served on the Board for support: * It is intended for ard representation. Items 6 to	considerably longer than the the Chair to step down during o 15 A vote FOR these Directo			
11	Re-elect Colin Keogh as Director	Mgmt	For	For	For		
	Voting Policy Rationale: VOTE RECOMMENDATION Items 5 A vote FOR this candidate is considered warranted, although it is not without concern for shareholders: * Board Chair Robert Childs has served on the Board for considerably longer than the nine years recommended under the UK Code. The main reason for support: * It is intended for the Chair to step down during 2023. * No other material concerns are identified in relation to Board representation. Items 6 to 15 A vote FOR these Directors is warranted as no significant concerns have been identified. BACKGROUND INFORMATION Policies: Board						
12	Re-elect Anne MacDonald as Director	Mgmt	For	For	For		
	Voting Policy Rationale: VOTE RECOMMENDATION Items 5 A vote FOR this candidate is considered warranted, although it is not without concern for shareholders: * Board Chair Robert Childs has served on the Board for considerably longer than the nine years recommended under the UK Code. The main reason for support: * It is intended for the Chair to step down during 2023. * No other material concerns are identified in relation to Board representation. Items 6 to 15 A vote FOR these Directors is warranted as no significant concerns have been identified. BACKGROUND INFORMATION Policies: Board						
13	Re-elect Constantinos Miranthis as Director	Mgmt	For	For	For		
	Voting Policy Rationale: VOTE RECOMMENDATION Items 5 A vote FOR this candidate is considered warranted, although it is not without concern for shareholders: * Board Chair Robert Childs has served on the Board for considerably longer than the nine years recommended under the UK Code. The main reason for support: * It is intended for the Chair to step down during 2023. * No other material concerns are identified in relation to Board representation. Items 6 to 15 A vote FOR these Directors is warranted as no significant concerns have been identified. BACKGROUND INFORMATION Policies: Board						
14	Re-elect Joanne Musselle as Director	Mgmt	For	For	For		
	Voting Policy Rationale: VOTE RECOMMENDATION Items 5 A vote FOR this candidate is considered warranted, although it is not without concern for shareholders: * Board Chair Robert Childs has served on the Board for considerably longer than the nine years recommended under the UK Code. The main reason for support: * It is intended for the Chair to step down during 2023. * No other material concerns are identified in relation to Board representation. Items 6 to 15 A vote FOR these Directors is warranted as no significant concerns have been identified. BACKGROUND INFORMATION Policies: Board						
15	Re-elect Lynn Pike as Director	Mgmt	For	For	For		
	Voting Policy Rationale: VOTE RECOMMENL not without concern for shareholders: * Boo nine years recommended under the UK Coo 2023. * No other material concerns are iden is warranted as no significant concerns have	ard Chair Robert Childs le. The main reason foi ntified in relation to Boa	has served on the Board for support: * It is intended for ard representation. Items 6 to	considerably longer than the the Chair to step down during o 15 A vote FOR these Directo			
16	Reappoint PricewaterhouseCoopers Ltd 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		

Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Hiscox Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these reso recommended limits.	lutions is warranted becau	se the proposed amounts and duration.	s are within	
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these reso recommended limits.	lutions is warranted becau	se the proposed amounts and duration.	s are within	
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Nexans SA

Meeting Date: 05/11/2023	Country: France	Ticker: NEX
Record Date: 05/09/2023	Meeting Type: Annual/Special	
Primary Security ID: F65277109		

					Shares Voted: 14,501
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
	Voting Policy Rationale: Votes FOR the ap and lack of concerns.	pproval of the annual ac	counts are warranted due to	the unqualified auditors' opin	ion
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the ap and lack of concerns.	pproval of the annual ac	counts are warranted due to	the unqualified auditors' opin	ion
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For
4	Reelect Jean Mouton as Director	Mgmt	For	For	For
	Voting Policy Rationale: * Votes FOR the concerns (Items 4 and 7). * Votes FOR th satisfactory level of board independence government representatives, employee re percent recommended) and the absence	in (re)elections of these (including all board men epresentatives, and emp	non-independent nominees a nbers: 50.0 percent vs 33.3 p Noyee shareholder representa	are warranted given the ercent recommended; exclua	ling
5	Reelect Bpifrance Participations as Director	Mgmt	For	For	For

Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4 and 7). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 5 and 6).

Nexans SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
6	Reelect Oscar Hasbun Martinez as Director	Mgmt	For	For	For			
	Voting Policy Rationale: * Votes FOR the (re concerns (Items 4 and 7). * Votes FOR the satisfactory level of board independence (in government representatives, employee repr percent recommended) and the absence of	(re)elections of these i cluding all board memi resentatives, and emplo	non-independent nominees a bers: 50.0 percent vs 33.3 p byee shareholder representa	are warranted given the ercent recommended; exclud	ling			
7	Reelect Hubert Porte as Director	Mgmt	For	For	For			
	Voting Policy Rationale: * Votes FOR the (re concerns (Items 4 and 7). * Votes FOR the satisfactory level of board independence (in government representatives, employee repr percent recommended) and the absence of	(re)elections of these i cluding all board memi resentatives, and emplo	non-independent nominees a bers: 50.0 percent vs 33.3 p byee shareholder representa	are warranted given the ercent recommended; exclud	ling			
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For			
9	Approve Compensation of Jean Mouton, Chairman of the Board	Mgmt	For	For	For			
10	Approve Compensation of Christopher Guerin, CEO	Mgmt	For	For	For			
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 820,000	Mgmt	For	For	For			
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For			
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For			
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For			
15	Approve Transaction with Invexans Limited Re: Long Term Partnership	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these proposals are warranted based on the information disclosed in the auditors' special report, and on the compelling explanations provided by the company.							
16	Approve Transaction with Invexans SA Re: Tax Reimbursement Distribution Agreement by Brazilian Tax Authorities	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these pr report, and on the compelling explanations			sclosed in the auditors' specia	a/			
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For			
	Extraordinary Business	Mgmt						
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For			
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 14 Million	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the auth the recommended guidelines for issuances of			their proposed volumes resp	ect			
20	Authorize Capitalization of Reserves of Up to EUR 14 Million for Bonus Issue	Mgmt	For	For	For			

Up to EUR 14 Million for Bonus Issue or Increase in Par Value

Nexans SA

21 Authorize Issuance of Equity or Mgmt Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,375,330	For	For	For
Nominal Amount of Lord 4,575,550			
Voting Policy Rationale: Votes FOR the authorizations under Items . the recommended guidelines for issuances with and without preem		heir proposed volumes respe	ct
22 Approve Issuance of Equity or Mgmt Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 4,375,330	For	For	For
Voting Policy Rationale: Votes FOR the authorizations under Items . the recommended guidelines for issuances with and without preem		neir proposed volumes respe	ct
23 Authorize Board to Increase Capital in Mgmt the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19, 21, 22 and 24	For	For	For
Voting Policy Rationale: Votes FOR the authorizations under Items . the recommended guidelines for issuances with and without preem		neir proposed volumes respe	ct
24 Authorize Capital Increase of up to Mgmt EUR 4,375,330 for Contributions in Kind	For	For	For
Voting Policy Rationale: Votes FOR the authorizations under Items . the recommended guidelines for issuances with and without preem,		heir proposed volumes respe	ct
25 Authorize Capital Issuances for Use in Mgmt Employee Stock Purchase Plans	For	For	For
Voting Policy Rationale: Votes FOR these employee stock purchase recommended guidelines.	plans are warranted as the pl	roposed volumes respect the	2
26 Authorize Capital Issuances for Use in Mgmt Employee Stock Purchase Plans Reserved for International Employees	For	For	For
Voting Policy Rationale: Votes FOR these employee stock purchase recommended guidelines.	plans are warranted as the pl	roposed volumes respect the	2
27 Authorize Up to EUR 300,000 for Use Mgmt in Restricted Stock Plan With Performance Conditions Attached	For	For	For
28 Authorize Up to EUR 50,000 for Use in Mgmt Restricted Stock Plan	For	For	For
Ordinary Business Mgmt			
29 Authorize Filing of Required Mgmt Documents/Other Formalities	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		

Amundi SA

					Shares Voted: 5,948			
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			
	Voting Policy Rationale: Votes FOR the appr and lack of concerns.	oval of the annual acco	ounts are warranted due to th	he unqualified auditors' opinic	n			
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the appr and lack of concerns.	oval of the annual acco	ounts are warranted due to th	he unqualified auditors' opinic	n			
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			
	Voting Policy Rationale: Votes FOR these remuneration reports are warranted although the following concerns are raised: * The bonus structure would allow for a compensatory effect between performance criteria. * Some of the criteria attached to the deferred bonus lack stringency. The main reason for support is: * The compensation mechanism did not have an effect this year; and * There are no other concerns.							
8	Approve Compensation of Nicolas Calcoen, Vice-CEO Since April 1, 2022	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR these remuneration reports are warranted although the following concerns are raised: * The bonus structure would allow for a compensatory effect between performance criteria. * Some of the criteria attached to the deferred bonus lack stringency. The main reason for support is: * The compensation mechanism did not have an effect this year; and * There are no other concerns.							
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this ren	nuneration policy is wai	rranted because it does not ra	aise any significant concern.				
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this ren	nuneration policy is wai	rranted because it does not ra	aise any significant concern.				
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this ren proposed increase of the CEO's base salary the entirety of the deferred bonus. * The se for support are: * The CEO's remuneration Agricole's performance in the bonus slightly	lacks a developed and verance package is not does not raise concerns	compelling rationale; * The v t fully subject to performance s as per ISS benchmark; * Th	resting scale is not disclosed in conditions The main reasons				
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR this ren proposed increase of the CEO's base salary the entirety of the deferred bonus. * The se for support are: * The CEO's remuneration Anricole's performance in the bonus slightly	lacks a developed and verance package is not does not raise concerns	compelling rationale; * The v t fully subject to performance s as per ISS benchmark; * Th	vesting scale is not disclosed is conditions The main reasons				

Agricole's performance in the bonus slightly decreases; and * There are no other concerns.

Amundi SA

13	Advisory Vote on the Aggregate Remuneration Granted in 2022 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For		
14				For	For
	Ratify Appointement of Philippe Brassac as Director	Mgmt	For	For	For
	Voting Policy Rationale: * Votes FOR the (re concerns (Items 15, 16 and 18). * Votes FO satisfactory level of board independence (4 (Items 14 and 17). * A vote AGAINST the re (item 19).	R the (re)elections of t .7 percent vs 33.3 perc	hese non-independent nomine cent recommended) and the a	ees are warranted given the absence of specific concerns	fic
15	Ratify Appointement of Nathalie Wright as Director	Mgmt	For	For	For
	Voting Policy Rationale: * Votes FOR the (re concerns (Items 15, 16 and 18). * Votes FO satisfactory level of board independence (4 (Items 14 and 17). * A vote AGAINST the re (item 19).	R the (re)elections of t .7 percent vs 33.3 perc	hese non-independent nomine cent recommended) and the a	ees are warranted given the absence of specific concerns	fic
16	Reelect Laurence Danon-Arnaud as Director	Mgmt	For	For	For
	Voting Policy Rationale: * Votes FOR the (re concerns (Items 15, 16 and 18). * Votes FO satisfactory level of board independence (41 (Items 14 and 17). * A vote AGAINST the re (item 19).	R the (re)elections of t .7 percent vs 33.3 perc	hese non-independent nomine cent recommended) and the a	ees are warranted given the absence of specific concerns	fic
17	Reelect Christine Gandon as Director	Mgmt	For	For	For
	Voting Policy Rationale: * Votes FOR the (re concerns (Items 15, 16 and 18). * Votes FO satisfactory level of board independence (41 (Items 14 and 17). * A vote AGAINST the re (item 19).	R the (re)elections of t .7 percent vs 33.3 perc	hese non-independent nomine cent recommended) and the a	ees are warranted given the absence of specific concerns	fic
18	Reelect Helene Molinari as Director	Mgmt	For	For	For
	Voting Policy Rationale: * Votes FOR the (re concerns (Items 15, 16 and 18). * Votes FO satisfactory level of board independence (41 (Items 14 and 17). * A vote AGAINST the re (item 19).	R the (re)elections of t 7.7 percent vs 33.3 perc	hese non-independent nomine cent recommended) and the a	ees are warranted given the absence of specific concerns	fic
19	Reelect Christian Rouchon as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: * Votes FOR the (re concerns (Items 15, 16 and 18). * Votes FO satisfactory level of board independence (41 (Items 14 and 17). * A vote AGAINST the re (item 19).	R the (re)elections of t 7.7 percent vs 33.3 perc	hese non-independent nomine cent recommended) and the a	ees are warranted given the absence of specific concerns	fic
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

Voting Policy Rationale: Votes FOR the authorizations under Items 22 and 23 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.

Amundi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the auth the recommended guidelines for issuances v			as their proposed volumes resp	ect	
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	

Balfour Beatty Pic

Meeting Date: 05/12/2023	Country: United Kingdom	Ticker: BBY
Record Date: 05/10/2023	Meeting Type: Annual	
Primary Security ID: G3224V108		

					Shares Voted: 187,268
Proposal 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 Charles Allen, Lord of Kensington as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this rea	solution is warranted as	no significant concerns ha	ave been identified.	
6	Re-elect Stephen Billingham as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this rea	solution is warranted as	no significant concerns ha	ave been identified.	
7	Re-elect Stuart Doughty as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.				
8	Re-elect Anne Drinkwater as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this res	solution is warranted as	no significant concerns ha	ave been identified.	
9	Re-elect Louise Hardy as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.				

Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.

Balfour Beatty Pic

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
10	Re-elect Philip Harrison as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR this rese	olution is warranted a	s no significant concerns hav	ve been identified.		
11	Re-elect Michael Lucki as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR this rese	olution is warranted a	s no significant concerns hav	ve been identified.		
12	Re-elect Barbara Moorhouse as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR this reso	plution is warranted a	s no significant concerns hav	ve been identified.		
13	Re-elect Leo Quinn as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.					
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	
17	Authorise Issue of Equity	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	d because the proposed amo	ounts and durations are within		
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	d because the proposed amo	ounts and durations are within		
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	

Ping An Insurance (Group) Company of China, Ltd.

Meeting Date: 05/12/2023	Country: China	Ticker: 2318
Record Date: 05/03/2023	Meeting Type: Annual	
Primary Security ID: Y69790106		

					Shares Voted: 6,275,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Report of the Board of Directors	Mgmt	For	For	For
	Voting Policy Rationale: In the absence of and statutory reports, a vote FOR these re		rning the company's audit	ed accounts, financial statem	ents,
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For
	Vating Policy Patiengles In the absence of	. , .			

Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.

Ping An Insurance (Group) Company of China, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Annual Report and Its Summary	Mgmt	For	For	For
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR these res	,	rning the company's audite	ed accounts, financial statemen	ts,
4	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR these res	,	rning the company's audite	ed accounts, financial statemen	ts,
5	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final Dividends	Mgmt	For	For	For
6	Approve Ernst & Young Hua Ming LLP as PRC Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Elect Wang Guangqian as Director	Mgmt	For	For	For
8	Approve Issuance of Debt Financing Instruments	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	Mgmt	For	For	For

Weyerhaeuser Company

Meeting Date: 05/12/2023	Country: USA	Ticker: WY
Record Date: 03/10/2023	Meeting Type: Annual	
Primary Security ID: 962166104		

					Shares Voted: 108,256
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Rick R. Holley	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the dire	ctor nominees is warrai	nted.		
1d	Elect Director Deidra C. Merriwether	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Al Monaco	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Nicole W. Piasecki	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted					

Voting Policy Rationale: A vote FOR the director nominees is warranted.

Weyerhaeuser Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1g	Elect Director Lawrence A. Selzer	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the d	lirector nominees is warra	nnted.			
1h	Elect Director Devin W. Stockfish	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1i	Elect Director Kim Williams	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the d	lirector nominees is warra	anted.			
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	

AngloGold Ashanti Ltd.

Meeting Date: 05/15/2023	Country: South Africa	Ticker: ANG
Record Date: 05/05/2023	Meeting Type: Annual	
Primary Security ID: S04255196		

					Shares Voted: 1,486,922		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1.1	Re-elect Alan Ferguson as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these it election of these Directors.	ems is warranted: * No	o issues have been identifie	d in relation to the re-election	or		
1.2	Re-elect Albert Garner as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election or election of these Directors.						
1.3	Re-elect Rhidwaan Gasant as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election or election of these Directors.						
2	Elect Gillian Doran as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election or election of these Directors.						
3.1	Re-elect Alan Ferguson as Member of the Audit and Risk Committee	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.						
3.2	Elect Albert Garner as Member of the Audit and Risk Committee	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.						
3.3	Re-elect Rhidwaan Gasant as Member of the Audit and Risk Committee	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these it	ems is warranted: * Ali	l of the members of the Au	dit and Risk Committee are			

independent.

AngloGold Ashanti Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
3.4	Elect Scott Lawson as Member of the Audit and Risk Committee	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these item independent.	s is warranted: * All of the	members of the Audit and Risk Commi	ittee are			
3.5	Re-elect Jochen Tilk as Member of the Audit and Risk Committee	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these item independent.	s is warranted: * All of the	members of the Audit and Risk Commi	ittee are			
4	Appoint PricewaterhouseCoopers Inc as Auditors	Mgmt	For	For	For		
5	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For		
6.1	Approve Remuneration Policy	Mgmt	For	For	For		
6.2	Approve Implementation Report	Mgmt	For	For	For		
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote AGAINST this item is warranted: * The Company is proposing a significant above inflationary-level increase to the Board Chair fee. Further, whilst the Companies international presence is duly noted, the Board Chair and NED fees appear excessive compared with South African companies operating in a similar sector.						
8	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For		
9	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For		
10	Approve Financial Assistance in Terms of Section 44 and 45 of the Companies Act	Mgmt	For	For	For		
11	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For		

AngloGold Ashanti Ltd.

Meeting Date: 05/15/2023	Country: South Africa	Ticker: ANG
Record Date: 04/04/2023	Meeting Type: Annual	
Primary Security ID: S04255196		

					Shares Voted: 2,348,896	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Meeting for ADR Holders	Mgmt				
1.1	Re-elect Alan Ferguson as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election or election of these Directors.					
1.2	Re-elect Albert Garner as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election or					

election of these Directors.

AngloGold Ashanti Ltd.

11

Authorise Ratification of Approved

Resolutions

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1.3	Re-elect Rhidwaan Gasant as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these its election of these Directors.	ems is warranted: * No	issues have been identifie	ed in relation to the re-election	or			
2	Elect Gillian Doran as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these its election of these Directors.	ems is warranted: * No	issues have been identifie	ed in relation to the re-election	or			
3.1	Re-elect Alan Ferguson as Member of the Audit and Risk Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these its independent.	ems is warranted: * All	of the members of the Au	dit and Risk Committee are				
3.2	Elect Albert Garner as Member of the Audit and Risk Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these its independent.	ems is warranted: * All	of the members of the Au	dit and Risk Committee are				
3.3	Re-elect Rhidwaan Gasant as Member of the Audit and Risk Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.							
3.4	Elect Scott Lawson as Member of the Audit and Risk Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.							
3.5	Re-elect Jochen Tilk as Member of the Audit and Risk Committee	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.							
4	Appoint PricewaterhouseCoopers Inc as Auditors	Mgmt	For	For	For			
5	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For			
6.1	Approve Remuneration Policy	Mgmt	For	For	For			
6.2	Approve Implementation Report	Mgmt	For	For	For			
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST this item is warranted: * The Company is proposing a significant above inflationary-level increase to the Board Chair fee. Further, whilst the Companies international presence is duly noted, the Board Chair and NED fees appear excessive compared with South African companies operating in a similar sector.							
8	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For			
9	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For			
10	Approve Financial Assistance in Terms of Section 44 and 45 of the Companies Act	Mgmt	For	For	For			

For

For

For

Mgmt

ASM International NV

Meeting Date: 05/15/2023 Record Date: 04/17/2023 Primary Security ID: N07045201 Country: Netherlands Meeting Type: Annual Ticker: ASM

					Shares Voted: 299
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual General Meeting	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Dividends	Mgmt	For	For	For
6	Approve Discharge of Management Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra controversies that the management board a				g
7	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra controversies that the management board a		,		g
8	Adopt Remuneration Policy for Management Board	Mgmt	For	For	For
9	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this proposed volume and duration.	posal is warranted beca	ause it is in line with commo	only used safeguards regardin	g
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this proposition volume and duration.	posal is warranted beca	ause it is in line with commo	only used safeguards regardin	Ig
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			

Beijing Huafeng Test & Control Technology Co., Ltd.

Meeting Date: 05/16/2023	Country: China	Ticker: 688200
Record Date: 05/10/2023	Meeting Type: Annual	
Primary Security ID: Y0S02Y106		

Beijing Huafeng Test & Control Technology Co., Ltd.

					Shares Voted: 557,671			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1	Approve Annual Report and Summary	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	solutions because no con	cerns have been identified.				
2	Approve Financial Statements	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	solutions because no con	cerns have been identified.				
3	Approve Financial Budget	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST is i	warranted due to lack o	of disclosure.					
4	Approve Report of the Board of Directors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	solutions because no cond	cerns have been identified.				
5	Approve Report of the Independent Directors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	solutions because no cond	cerns have been identified.				
6	Approve Report of the Board of Supervisors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.							
7	Approve to Appoint Financial and Internal Control Auditor	Mgmt	For	For	For			
8	Approve Profit Distribution and Capitalization of Capital Reserves	Mgmt	For	For	For			
9	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST is a covered under the proposed amendments.	varranted given the co	mpany has not specified	the details and the provisions				
10	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.							
11	Amend Working System for Independent Directors	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST is a covered under the proposed amendments.	warranted given the co	mpany has not specified	the details and the provisions				
12	Amend Raised Funds Management System	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST is a covered under the proposed amendments.	warranted given the co	mpany has not specified	the details and the provisions				
13	Amend Information Disclosure Affairs Management System	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST is a covered under the proposed amendments.	warranted given the co	mpany has not specified	the details and the provisions				
14	Amend Investor Relations Management System	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST is v	warranted given the co	mpany has not specified	the details and the provisions				

covered under the proposed amendments.

Beijing Huafeng Test & Control Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve to Formulate the Remuneration of Directors, Supervisors and Senior Management Members	Mgmt	For	For	For
16	Amend Articles of Association	Mgmt	For	Against	Against

BIM Birlesik Magazalar AS

Meeting Date: 05/16/2023	Country: Turkey	Ticker: BIMAS.E
Record Date:	Meeting Type: Annual	
Primary Security ID: M2014F102		

					Shares Voted: 2,973,196		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
	Annual Meeting Agenda	Mgmt					
1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	For		
2	Accept Board Report	Mgmt	For	For	For		
	Voting Policy Rationale: These items warran specific concerns with the company's accou			ests in Turkey, * There are no			
3	Accept Audit Report	Mgmt	For	For	For		
	Voting Policy Rationale: These items warran specific concerns with the company's accou		,	ests in Turkey, * There are no			
4	Accept Financial Statements	Mgmt	For	For	For		
	Voting Policy Rationale: These items warran specific concerns with the company's accou			ests in Turkey, * There are no			
5	Approve Discharge of Board	Mgmt	For	For	For		
6	Approve Allocation of Income	Mgmt	For	For	For		
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.						
7	Elect Directors and Approve Their Remuneration	Mgmt	For	For	For		
8	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For		
9	Receive Information on Share Repurchase Program	Mgmt					
10	Receive Information on Donations Made in 2022	Mgmt					
11	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt					

BIM Birlesik Magazalar AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Ratify External Auditors	Mgmt	For	For	For
13	Wishes	Mgmt			

BNP Paribas SA

Meeting Date: 05/16/2023	Country: France	Ticker: BNP
Record Date: 05/12/2023	Meeting Type: Annual/Special	
Primary Security ID: F1058Q238		

				Voting	Shares Voted: 9,523	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction	
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the app and lack of concerns.	proval of the annual acco	ounts are warranted due to th	he unqualified auditors' opin	ion	
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the app and lack of concerns.	proval of the annual acco	ounts are warranted due to th	he unqualified auditors' opin	ion	
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	
7	Voting Policy Rationale: * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 7, 8 and 9). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 72.7 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).Reelect Jacques Aschenbroich asMgmtForForForDirector					
	Voting Policy Rationale: * Votes FOR the re concerns (Items 7, 8 and 9). * A vote FOR level of board independence (including all representatives, employee representatives, recommended) and the absence of specific	the reelection of this no board members: 57.1 pe and employee shareho	on-independent nominee is wa ercent vs 33.3 percent recom	arranted given the satisfact mended; excluding governn	ory	

level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 72.7 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
9	Reelect Daniela Schwarzer as Director	Mgmt	For	For	For			
	Voting Policy Rationale: * Votes FOR the re- concerns (Items 7, 8 and 9). * A vote FOR level of board independence (including all b representatives, employee representatives, recommended) and the absence of specific	the reelection of this n ward members: 57.1 p and employee shareho	non-independent nominee is percent vs 33.3 percent reco	s warranted given the satisfactor commended; excluding governn	ory			
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			
	Voting Policy Rationale: Votes FOR These remuneration reports are warranted although the following concerns are raised: * The financial performance conditions attached to the bonus are deemed to lack stringency; and * The level of achievement of qualitative criteria attached to the bonus is unclear. The main reason for support is: * There are no other concerns.							
16	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR These remuneration reports are warranted although the following concerns are raised: * The financial performance conditions attached to the bonus are deemed to lack stringency; and * The level of achievement of qualitative criteria attached to the bonus is unclear. The main reason for support is: * There are no other concerns.							
17	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR These remuneration reports are warranted although the following concerns are raised: * The financial performance conditions attached to the bonus are deemed to lack stringency; and * The level of achievement of qualitative criteria attached to the bonus is unclear. The main reason for support is: * There are no other concerns.							
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For			
	Extraordinary Business	Mgmt						
19	Approve Issuance of Super-Subordinated Contigent 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			

CTS Eventim AG & Co. KGaA

Meeting Date: 05/16/2023 Record Date: 04/24/2023 Primary Security ID: D1648T108 Country: Germany Meeting Type: Annual Ticker: EVD

					Shares Voted: 103,567	
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 1.06 per Share	Mgmt	For	For	For	
4	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR these pro the supervisory board did not fulfill their fidu	•		t the personally liable partner o	Or	
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR these pro the supervisory board did not fulfill their fidu	•		t the personally liable partner o	Or	
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For	
7	Approve Virtual-Only Shareholder Meetings Until 2028	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	
	Voting Policy Rationale: Votes FOR the prope	osed amendments are	warranted because they ar	re considered non-contentious.		
9	Amend Articles Re: Electronic Communication; Absentee Vote	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the prope	osed amendments are	warranted because they ar	re considered non-contentious.		
10	Approve Remuneration Report	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The level of disclosure provided in the remuneration report does not allow for an independent assessment of remuneration practices. * The report does not address shareholder dissent on last year's vote. * Disclosure practices deviate from common market practice and SRD II regarding the years assessed in the report (the company is reporting on 2021 performance instead of 2022 performance).					

Meeting Date: 05/16/2023 Country: France Ticker: AM Record Date: 05/12/2023 Meeting Type: Annual/Special Primary Security ID: F24539169 Shares Voted: 7,618 Voting Proposal Mgmt Policy Vote Number Proposal Text Proponent Rec Rec Instruction

Ordinary Business

Dassault Aviation SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the app and lack of concerns.	proval of the annual acco	ounts are warranted due to ti	he unqualified auditors' opinic	חח			
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For			
	Voting Policy Rationale: Votes FOR the app and lack of concerns.	proval of the annual acco	ounts are warranted due to ti	he unqualified auditors' opinic	n			
3	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	For			
4	Approve Compensation of Directors	Mgmt	For	For	For			
5	Approve Compensation of Eric Trappier, Chairman and CEO	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST t rationale for the repeated base salary's inc performance period for LTI is not consider that vested during the period under reviev	reases. * The level of di ed long-term oriented. *	sclosure on performance con Disclosure on performance of	nditions is critically low. * The				
6	Approve Compensation of Loik Segalen, Vice-CEO	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The company fails to disclose any rationale for the repeated base salary's increases. * The level of disclosure on performance conditions is critically low. * The performance period for LTI is not considered long-term oriented. * Disclosure on performance achievement underlying awards that vested during the period under review is below market standard.							
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For			
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against			
	Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The company fails to disclose base salaries for FY23. * The remuneration policies are disproportionately focused on short-term. * The company does not disclose a rationale for the increases in the number of shares awarded. * The company does not disclose a cap for LTIP in case of overperformance. * There is no information on termination packages under suspended employment contract. * There is no information on post mandate vesting. This repeated and accrued concerns this year highlight the excessive discretion power of the board to set executives remuneration, while shareholders discontent received at 2022 AGM has not been considered (see item 4).							
9	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against			
	Voting Policy Rationale: Votes AGAINST th base salaries for FY23. * The remuneration disclose a rationale for the increases in the of overperformance. * There is no informat information on post mandate vesting. This the board to set executives remuneration, item 4).	n policies are disproporti e number of shares awar tion on termination pack repeated and accrued c	onately focused on short-ten ded. * The company does no ages under suspended empl oncerns this year highlight th	m. * The company does not ot disclose a cap for LTIP in c loyment contract. * There is r he excessive discretion power	ase no r of			
10	Reelect Lucia Sinapi-Thomas as Director	Mgmt	For	For	For			
	Voting Policy Rationale: * A vote FOR the concerns (Item 10). * Votes AGAINST the independence at the board level (25.0 per	, reelections of these nor	n-independent nominees are	warranted given the lack of				

concerns (Item 10). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board level (25.0 percent vs 33.3 percent recommended) (Items 11, 12 and 13). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Eric Trappier (Item 13) is warranted. In addition, the company failed to provide the auditors' special report on related-party transactions.

Dassault Aviation SA

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect Charles Edelstenne as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: * A vote FOR the re concerns (Item 10). * Votes AGAINST the r independence at the board level (25.0 perce chairman and CEO are combined, a vote AG company failed to provide the auditors' spec	reelections of these r ent vs 33.3 percent r AINST the reelection	on-independent nominees are w ecommended) (Items 11, 12 and of Eric Trappier (Item 13) is wa	varranted given the lack of 13). * As the functions of	
12	Reelect Thierry Dassault as Director	Mgmt	For	Against	For
	Voting Policy Rationale: * A vote FOR the re- concerns (Item 10). * Votes AGAINST the r independence at the board level (25.0 perce chairman and CEO are combined, a vote AG company failed to provide the auditors' spec	reelections of these r ent vs 33.3 percent r AINST the reelection	on-independent nominees are w ecommended) (Items 11, 12 and of Eric Trappier (Item 13) is wa	varranted given the lack of 13). * As the functions of	
13		Manat	For	Against	Against
13	Reelect Eric Trappier as Director	Mgmt	101	5	, iganiec
13	Reelect Eric Trappier as Director Voting Policy Rationale: * A vote FOR the re concerns (Item 10). * Votes AGAINST the r independence at the board level (25.0 perce chairman and CEO are combined, a vote AG company failed to provide the auditors' spec	relection of this indep reelections of these r ent vs 33.3 percent r AINST the reelection	pendent nominee is warranted in pon-independent nominees are w ecommended) (Items 11, 12 and o f Eric Trappier (Item 13) is wa	the absence of specific varranted given the lack of 13). * As the functions of	
13 14	Voting Policy Rationale: * A vote FOR the re concerns (Item 10). * Votes AGAINST the r independence at the board level (25.0 perce chairman and CEO are combined, a vote AG	relection of this indep reelections of these r ent vs 33.3 percent r AINST the reelection	pendent nominee is warranted in pon-independent nominees are w ecommended) (Items 11, 12 and o f Eric Trappier (Item 13) is wa	the absence of specific varranted given the lack of 13). * As the functions of	
	Voting Policy Rationale: * A vote FOR the re concerns (Item 10). * Votes AGAINST the r independence at the board level (25.0 perce chairman and CEO are combined, a vote AG company failed to provide the auditors' spec Approve Transaction with GIMD Re:	election of this indep reelections of these r ent vs 33.3 percent r AINST the reelection cial report on related	pendent nominee is warranted in non-independent nominees are w ecommended) (Items 11, 12 and of Eric Trappier (Item 13) is wa party transactions.	the absence of specific varranted given the lack of 1 13). * As the functions of vranted. In addition, the	
14	Voting Policy Rationale: * A vote FOR the reconcerns (Item 10). * Votes AGAINST the reindependence at the board level (25.0 percechairman and CEO are combined, a vote AGC company failed to provide the auditors' spectra Approve Transaction with GIMD Re: Land Acquisition Authorize Repurchase of Up to 10	election of this indep eelections of these r ent vs 33.3 percent r AINST the reelection cial report on related Mgmt Mgmt	pendent nominee is warranted in non-independent nominees are w ecommended) (Items 11, 12 and of Eric Trappier (Item 13) is wa party transactions. For For	the absence of specific arranted given the lack of (13). * As the functions of rranted. In addition, the For Against	For Against
14	Voting Policy Rationale: * A vote FOR the reconcerns (Item 10). * Votes AGAINST the reindependence at the board level (25.0 percechairman and CEO are combined, a vote AG company failed to provide the auditors' spectra Approve Transaction with GIMD Re: Land Acquisition Authorize Repurchase of Up to 10 Percent of Issued Share Capital	election of this indep eelections of these r ent vs 33.3 percent r AINST the reelection cial report on related Mgmt Mgmt	pendent nominee is warranted in non-independent nominees are w ecommended) (Items 11, 12 and of Eric Trappier (Item 13) is wa party transactions. For For	the absence of specific arranted given the lack of (13). * As the functions of rranted. In addition, the For Against	For Against
14	Voting Policy Rationale: * A vote FOR the reconcerns (Item 10). * Votes AGAINST the reindependence at the board level (25.0 percechairman and CEO are combined, a vote AGC company failed to provide the auditors' spectra Approve Transaction with GIMD Re: Land Acquisition Authorize Repurchase of Up to 10 Percent of Issued Share Capital Voting Policy Rationale: A vote AGAINST is a	election of this indep relections of these r ent vs 33.3 percent re AINST the reelection rial report on related Mgmt Mgmt warranted as the sha	pendent nominee is warranted in non-independent nominees are w ecommended) (Items 11, 12 and of Eric Trappier (Item 13) is wa party transactions. For For	the absence of specific arranted given the lack of (13). * As the functions of rranted. In addition, the For Against	For Against
14 15	Voting Policy Rationale: * A vote FOR the reconcerns (Item 10). * Votes AGAINST the reindependence at the board level (25.0 percechairman and CEO are combined, a vote AG company failed to provide the auditors' spect Approve Transaction with GIMD Re: Land Acquisition Authorize Repurchase of Up to 10 Percent of Issued Share Capital Voting Policy Rationale: A vote AGAINST is to Extraordinary Business Authorize Decrease in Share Capital via Cancellation of Repurchased	election of this indep reelections of these r ent vs 33.3 percent re AINST the reelection ial report on related Mgmt Mgmt warranted as the sha Mgmt	pendent nominee is warranted in non-independent nominees are w ecommended) (Items 11, 12 and of Eric Trappier (Item 13) is wa party transactions. For For For	the absence of specific varranted given the lack of (13). * As the functions of varanted. In addition, the For Against ontinued during a takeover	For Against <i>bid.</i>

Elia Group SA/NV

Meeting Date: 05/16/2023	Country: Belgium	Ticker: ELI
Record Date: 05/02/2023	Meeting Type: Annual	
Primary Security ID: B35656105		

					Shares Voted: 45,842	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Annual General Meeting Agenda	Mgmt				
1	Receive Directors' Reports (Non-Voting)	Mgmt				
	Voting Policy Rationale: No vote is required.					
2	Receive Auditors' Reports (Non-Voting)	Mgmt				
	Voting Policy Rationale: No vote is required.					-

Elia Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For			
4	Approve Amended Remuneration Policy	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST is w without any cap; * The disclosure of the met no vesting or holding requirements under th the policy is too broadly formulated and of to	trics, weights and tar e LTIP; * There is no	gets under both the LTIP and cap on the variable remund	nd STIP is insufficient; * There a eration; * The derogation clause	are			
5	Approve Remuneration Report	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST is v and the LTIP; * The lack of rationale for the shareholder dissent.				ΤIP			
6	Receive Directors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt						
	Voting Policy Rationale: No vote is required.							
7	Receive Auditors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt						
	Voting Policy Rationale: No vote is required.							
8	Receive Consolidated Financial Statements and Statutory Reports (IFRS) (Non-Voting)	Mgmt						
9	Approve Discharge of Directors	Mgmt	For	For	For			
10	Approve Discharge of Auditors	Mgmt	For	For	For			
11	Reelect Bernard Gustin as Independent Director and Approve His Remuneration	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST the exceeding four years.	se elections is warrai	nted because: * The nomine	ees are elected for a period				
12	Reelect Roberte Kesteman as Independent Director and Approve Her Remuneration	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST these elections is warranted because: * The nominees are elected for a period exceeding four years.							
13	Reelect Dominique Offergeld as Director and Approve Remuneration	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST the exceeding four years.	se elections is warrai	nted because: * The nomine	ees are elected for a period				
14	Elect Eddy Vermoesen as Director and Approve Remuneration	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST the exceeding four years.	se elections is warrai	nted because: * The nomine	ees are elected for a period				
15	Elect Bernard Thiry as Director and Approve Remuneration	Mgmt	For	Against	For			
	Voting Policy Rationale: A vote AGAINST the exceeding four years.	se elections is warrai	nted because: * The nomine	ees are elected for a period				
16	Receive Information on Resignation of Luc De Temmerman as Independent Director and Cecile Flandre as Director	Mgmt	For	For	For			

Elia Group SA/NV

_	Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
_	17	Ratify EY and BDO as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
	18	Transact Other Business	Mgmt			

Re:NewCell AB

Meeting Date: 05/16/2023	Country: Sweden	Ticker: RENEW
Record Date: 05/08/2023	Meeting Type: Annual	
Primary Security ID: W7S25G113		

					Shares Voted: 2,740	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine i	neeting formalities.				
2	Elect Chairman of Meeting	Mgmt	For	For	For	
	Voting Policy Rationale: These are routine i	meeting formalities.				
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	
	Voting Policy Rationale: These are routine i	meeting formalities.				
4	Approve Agenda of Meeting	Mgmt	For	For	For	
	Voting Policy Rationale: These are routine i	meeting formalities.				
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	
	Voting Policy Rationale: These are routine i	meeting formalities.				
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	
	Voting Policy Rationale: These are routine i	meeting formalities.				
7	Receive CEO's Report	Mgmt				
	Voting Policy Rationale: These are non-voti	ng items.				
8	Receive Financial Statements and Statutory Reports	Mgmt				
	Voting Policy Rationale: These are non-voti	ng items.				
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	
9.c	Approve Discharge of Board and President	Mgmt	For	For	For	
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For	

Re:NewCell AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
11	Approve Remuneration of Directors in the Amount of SEK 300,000 for Chairman and SEK 150,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For		
12	Reelect Michael Berg (Chair), Mia Hemmingson, Anna Attemark, Helene Willberg and Henrik Ager as Directors	Mgmt	For	Against	Abstain		
	Voting Policy Rationale: A vote AGAINST th	is proposal is warrant	ted because candidate Helene W	Villberg is overboarded.			
13	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For		
14	Approve Remuneration of Auditors	Mgmt	For	For	For		
15	Ratify KPMG AB as Auditors	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company has not provided any rationale explaining why the change of auditors is taking place.						
16	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For		
17	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For		
18	Approve Warrant Plan 2023/2026 for Key Employees	Mgmt	For	For	For		
19	Close Meeting	Mgmt					

Signify NV

Meeting Date: 05/16/2023	Country: Netherlands	Ticker: LIGHT
Record Date: 04/18/2023	Meeting Type: Annual	
Primary Security ID: N8063K107		

					Shares Voted: 7,023	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Annual Meeting Agenda	Mgmt				
1	Presentation by CEO	Mgmt				
2	Approve Remuneration Report	Mgmt	For	For	For	
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.a	Approve Discharge of Management Board	Mgmt	For	For	For	

Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

Signify NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
6.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is warra controversies that the management board a		,		g		
7	Elect Harshavardhan Chitale to Management Board	Mgmt	For	For	For		
8	Elect Sophie Bechu to Supervisory Board	Mgmt	For	For	For		
9	Reappoint Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For		
10.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.						
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For		
12	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For		
13	Other Business (Non-Voting)	Mgmt					

AIXTRON SE

Meeting Date: 05/17/2023	Country: Germany	Ticker: AIXA
Record Date: 05/10/2023	Meeting Type: Annual	
Primary Security ID: D0257Y135		

					SI	hares Voted: 20,940		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vot Pol Rec	-	'ote nstruction		
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt						
2	Approve Allocation of Income and Dividends of EUR 0.31 per Share	Mgmt	For	For	F	or		
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	F	or		
	Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.							
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	Fo	or		
	Voting Policy Rationale: Votes FOR these pro their fiduciary duties.	pposals are warranted a	as there is no evidence i	that the boards have not fu	ılfilled			
5	Approve Remuneration Report	Mgmt	For	For	F	or		
6	Reelect Kim Schindelhauer to the Supervisory Board	Mgmt	For	For	F	or		

AIXTRON SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Ratify KPMG AG as Auditors for Fiscal Year 2023	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

Bank of Ningbo Co., Ltd.

Meeting Date: 05/17/2023	Country: China	Ticker: 002142
Record Date: 05/12/2023	Meeting Type: Annual	
Primary Security ID: Y0698G104		

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					Shares Voted: 11,051,508		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Report of the Board of Directors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	solutions because no concer	rns have been identified.			
2	Approve Annual Report	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merit	ted for these routine re	psolutions because no concer	rns have been identified.			
3	Approve Financial Statements and Financial Budget Plan	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
4	Approve Profit Distribution	Mgmt	For	For	For		
5	Approve to Appoint Auditor	Mgmt	For	For	For		
6	Approve Implementation of Related Party Transactions and Work Plan	Mgmt	For	For	For		
7	Approve Related Party Transaction	Mgmt	For	For	For		
8	Approve Major Shareholder Evaluation Report	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
9	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Mgmt	For	For	For		
10	Approve Allowance Measures of Directors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
11	Approve Remuneration Measures for Chairman and Vice Chairman	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
12	Approve Report of the Board of Supervisors	Mgmt	For	For	For		
	Voting Policy Potionales A voto FOR is mari			1 1 1 100 1			

Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.

Bank of Ningbo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
13	Approve Allowance Measures of Supervisors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merit	ed because no conceri	ns have been identified.				
14	Approve Remuneration Measures for Chairman of the Board of Supervisors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merit	ed because no conceri	ns have been identified.				
15	Approve Performance Evaluation Report of the Board of Directors and Directors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	solutions because no concern	ns have been identified.			
16	Approve Duty Performance Evaluation Report of the Board of Supervisors and Supervisors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
17	Approve Performance Evaluation Report of the Senior Management and Senior Management Members	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
18	Approve Capital Management Performance Evaluation Report	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merite	ed for these routine re	solutions because no concern	ns have been identified.			

Coca-Cola HBC AG

Meeting Date: 05/17/2023	Country: Switzerland	Ticker: CCH
Record Date: 05/15/2023	Meeting Type: Annual	
Primary Security ID: H1512E100		

					Shares Voted: 34,989
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Treatment of Net Loss	Mgmt	For	For	For
2.2	Approve Dividend from Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	For	For

Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction				
4.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	For	For				
	Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.								
4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	Against	For				
	Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.								
4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For				
	Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.								
4.1.5	Re-elect Olusola David-Borha as Director	Mgmt	For	For	For				
	Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.								
4.1.6	Re-elect William Douglas III as Director	Mgmt	For	For	For				
	Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.								
4.1.7	Re-elect Anastasios Leventis as Director	Mgmt	For	For	For				
	Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee Significant concerns on avecutive remuneration decisions are								

* Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.

Coca-Cola HBC AG

Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
4.1.8	Re-elect Christodoulos Leventis as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.							
4.1.9	Re-elect Alexandra Papalexopoulou as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.							
4.1.A	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	For	For			
	Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.							
4.1.B	Re-elect Henrique Braun as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.							
4.2.1	Elect George Leventis as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 4.1.1 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 16 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for three years; and * The current gender balance on the Board complies with best practice recommendations. Items 4.1.2, 4.1.4-4.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 4.1.3 A vote AGAINST this candidate is warranted: * Charlotte Boyle is the Chair of the Remuneration Committee. Significant concerns on executive remuneration decisions are raised for the third consecutive year, to the extent that support for her re-election is not recommended.							
	David has served on the Board for 16 years support are: * His tenure has not coincided gender balance on the Board complies with Directors is warranted as no significant con * Charlotte Boyle is the Chair of the Remun	, beyond the UK Code with that of the CEO, best practice recommo cerns have been identi eration Committee. Sig	recommendation for board ch who has only served for three endations. Items 4.1.2, 4.1.4 fied. Item 4.1.3 A vote AGAIN mificant concerns on executive	air tenure. The main reason. y years; and * The current 4.2.2 A vote FOR these IST this candidate is warrant. e remuneration decisions are	ed:			
4.2.2	David has served on the Board for 16 years support are: * His tenure has not coincided gender balance on the Board complies with Directors is warranted as no significant con * Charlotte Boyle is the Chair of the Remun	, beyond the UK Code with that of the CEO, best practice recommo cerns have been identi eration Committee. Sig	recommendation for board ch who has only served for three endations. Items 4.1.2, 4.1.4 fied. Item 4.1.3 A vote AGAIN mificant concerns on executive	air tenure. The main reason. y years; and * The current 4.2.2 A vote FOR these IST this candidate is warrant. e remuneration decisions are	ed:			
	David has served on the Board for 16 years support are: * His tenure has not coincided gender balance on the Board complies with Directors is warranted as no significant con * Charlotte Boyle is the Chair of the Remun raised for the third consecutive year, to the	, beyond the UK Code with that of the CEO, best practice recomme cerns have been identii eration Committee. Sig extent that support fo Mgmt FOR this item is conside by beyond the UK Code with that of the CEO, best practice recomme cerns have been identii eration Committee. Sig	recommendation for board ch who has only served for three endations. Items 4.1.2, 4.1.4 fied. Item 4.1.3 A vote AGAIN mificant concerns on executive r her re-election is not recomm For ered warranted, but is not with recommendation for board ch who has only served for three endations. Items 4.1.2, 4.1.4 fied. Item 4.1.3 A vote AGAIN mificant concerns on executive	air tenure. The main reason. y years; and * The current 4.2.2 A vote FOR these IST this candidate is warrantu e remuneration decisions are mended. For hout concern: * Anastassis rair tenure. The main reason. y years; and * The current 4.2.2 A vote FOR these IST this candidate is warrantu e remuneration decisions are	ed: For 5 for ed:			
	David has served on the Board for 16 years support are: * His tenure has not coincided gender balance on the Board complies with Directors is warranted as no significant com * Charlotte Boyle is the Chair of the Remun raised for the third consecutive year, to the Elect Evguenia Stoitchkova as Director Voting Policy Rationale: Item 4.1.1 A vote H David has served on the Board for 16 years support are: * His tenure has not coincided gender balance on the Board complies with Directors is warranted as no significant com * Charlotte Boyle is the Chair of the Remun	, beyond the UK Code with that of the CEO, best practice recomme cerns have been identii eration Committee. Sig extent that support fo Mgmt FOR this item is conside by beyond the UK Code with that of the CEO, best practice recomme cerns have been identii eration Committee. Sig	recommendation for board ch who has only served for three endations. Items 4.1.2, 4.1.4 fied. Item 4.1.3 A vote AGAIN mificant concerns on executive r her re-election is not recomm For ered warranted, but is not with recommendation for board ch who has only served for three endations. Items 4.1.2, 4.1.4 fied. Item 4.1.3 A vote AGAIN mificant concerns on executive	air tenure. The main reason. y years; and * The current 4.2.2 A vote FOR these IST this candidate is warrantu e remuneration decisions are mended. For hout concern: * Anastassis rair tenure. The main reason. y years; and * The current 4.2.2 A vote FOR these IST this candidate is warrantu e remuneration decisions are	ed: For 5 for ed:			

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For	For
7	Approve UK Remuneration Report	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST thi. 450% of base salary, utilising the limit avail considered justified.				to
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Swiss Remuneration Report	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST thi. 450% of base salary, utilising the limit availa considered justified.				to
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	For	For
10.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
11	516(65				

CompuGroup Medical SE & Co. KGaA

Meeting Date: 05/17/2023	Country: Germany	Ticker: COP
Record Date: 05/10/2023	Meeting Type: Annual	
Primary Security ID: D193ZN100		

					Shares Voted: 143,344
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 0.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these pro	oposals are warranted	due to a lack of concerns.		
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these pro	oposals are warranted	due to a lack of concerns.		
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 and the First Quarter of Fiscal Year 2024	Mgmt	For	For	For

CompuGroup Medical SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
6	Approve Remuneration Report	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST to the remuneration report does not allow for ex-post target achievements, as well as a termination provisions. * Several discretion between performance-linked remuneration	r an independent assess dditional remuneration e nary payments were ma	ment of remuneration practi lements. * There is significar de in the past year. * There	ces, in particular regarding nt ambiguity with regard to		
7	Approve Remuneration Policy	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The long-term incentive does not include a maximum award limit and the overall cap on total remuneration is considered excessive. * The proposed policy contains significant scope for the award of discretionary payments via special bonuses, retention bonuses, and sign-on bonuses. * The proposed policy does not contain any malus or clawback provisions under the LTI, and CiC provisions are considered excessive. * The annual bonus may depend primarily on individual/non-financial targets.					
	proposed policy does not contain any mai * The annual bonus may depend primarily	us or clawback provision on individual/non-finan	s under the LTI, and CiC pro cial targets.	visions are considered excessiv	ve.	
8.1	proposed policy does not contain any mal	us or clawback provision	s under the LTI, and CiC pro	, 5		
8.1 8.2	Proposed policy does not contain any mai * The annual bonus may depend primarily Approve Virtual-Only Shareholder	us or clawback provision on individual/non-finan	s under the LTI, and CiC pro cial targets.	visions are considered excessiv	ve.	

Corbion NV

Meeting Date: 05/17/2023	Country: Netherlands	Ticker: CRBN
Record Date: 04/19/2023	Meeting Type: Annual	
Primary Security ID: N2334V109		

					Shares Voted: 497	
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	Adopt Financial Statements and Statutory Reports	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 of EUR 0.56 Per Share	Mgmt	For	For	For	
7	Approve Discharge of Management Board	Mgmt	For	For	For	

Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

Corbion NV

Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is warra controversies that the management board a				7		
9	Reelect Olivier Rigaud to Management Board	Mgmt	For	For	For		
10	Reelect Mathieu Vrijsen to Supervisory Board	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR Mathieu for a period not exceeding four years; * The and * There is no known controversy concer	candidates appear to					
11	Reelect Liz Doherty to Supervisory Board	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR Mathieu for a period not exceeding four years; * The and * There is no known controversy concer	candidates appear to					
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this prop volume and duration.	posal is warranted be	cause it is in line with comm	oonly used safeguards regarding	7		
13	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 12	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this propolition volume and duration.	posal is warranted be	cause it is in line with comm	oonly used safeguards regarding	7		
14	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote AGAINST is warranted because it is not in line with commonly used safeguards regarding volume as this is cumulative to the authorization as requested under Item 12 and 13 (i.e. the management board would be able to issue share up to 20 percent of the issued share capital in total).						
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For		
16	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For		
17	Reappoint KPMG Accountants N.V as Auditors	Mgmt	For	For	For		
18	Other Business (Non-Voting)	Mgmt					
19	Close Meeting	Mgmt					

Sunnova Energy International Inc.

Meeting Date: 05/17/2023	Country: USA	Ticker: NOVA
Record Date: 03/20/2023	Meeting Type: Annual	
Primary Security ID: 86745K104		

Sunnova Energy International Inc.

					Shares Voted: 1,831		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1.1	Elect Director William J. (John) Berger	Mgmt	For	Withhold	Withhold		
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees William (John) Berger, Rahman D'Argenio, and Michael Morgan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.						
1.2	Elect Director Rahman D'Argenio	Mgmt	For	Withhold	For		
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees William (John) Berger, Rahman D'Argenio, and Michael Morgan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.						
1.3	Elect Director Michael C. Morgan	Mgmt	For	Withhold	For		
	Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees William (John) Berger, Rahman D'Argenio, and Michael Morgan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For		
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For		

Tencent Holdings Limited

Meeting Date: 05/17/2023	Country: Cayman Islands	Ticker: 700
Record Date: 05/11/2023	Meeting Type: Annual	
Primary Security ID: G87572163		

					Shares Voted: 1,106,550	
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 Final Dividend	Mgmt	For	For	For	
За	Elect Jacobus Petrus (Koos) Bekker as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR both no nominees.	ominees is warranted gi	iven the absence of any kn	own issues concerning the		-
3b	Elect Zhang Xiulan as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR both no nominees.	ominees is warranted gi	iven the absence of any kn	own issues concerning the		-
3c	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	

Tencent Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash consideration and issuances for non-cash consideration.					
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	

Tencent Holdings Limited

Meeting Date: 05/17/2023	Country: Cayman Islands	Ticker: 700
Record Date: 05/11/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: G87572163		

					Shares Voted: 1,106,550		
oposal umber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
a	Adopt 2023 Share Option Scheme	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST of company, and the limit under the 2023 SI of the company's issued capital. * The con any, attached to the vesting of the share receive options under the 2023 Share Opt Scheme.	hare Option Scheme, tog mpany has not disclosed options to be granted un	ether with the 2023 Share Aw the details of the performanc nder the 2023 Share Option So	vard Scheme, exceeds 5 perc ce conditions, if there will be cheme. * The directors eligib	rent		
.b	Approve Transfer of Share Options	Mgmt	For	Against	Against		
Ic	company, and the limit under the 2023 SI of the company's issued capital. * The co- any, attached to the vesting of the share receive options under the 2023 Share Opt Scheme. Approve Termination of the Existing	mpany has not disclosed options to be granted un	the details of the performand ader the 2023 Share Option So	ce conditions, if there will be cheme. * The directors eligib			
	Share Option Scheme						
	Voting Policy Rationale: A vote AGAINST I company, and the limit under the 2023 SI of the company's issued capital. * The co any, attached to the vesting of the share receive options under the 2023 Share Opt Scheme.	hare Option Scheme, tog mpany has not disclosed options to be granted un	ether with the 2023 Share Aw the details of the performanc nder the 2023 Share Option So	nance conditions, if there will be n Scheme. * The directors eligible to			
0	Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme. * The directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option						

Scheme.

Tencent Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
3	Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme. * The directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.							
4a	Adopt 2023 Share Award Scheme	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the 2023 Sha of the company's issued capital. * The comp any, attached to the vesting of the awards u under the 2023 Share Award Scheme would	re Award Scheme, tog pany has not disclosed under the 2023 Share .	ether with the 2023 Share C the details of the performa Award Scheme. * The direct	Option Scheme, exceeds 5 perc nce conditions, if there will be tors eligible to receive awards				
4b	Approve Transfer of Share Awards	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the 2023 Sha of the company's issued capital. * The comp any, attached to the vesting of the awards to under the 2023 Share Award Scheme would	re Award Scheme, tog pany has not disclosed under the 2023 Share .	ether with the 2023 Share C the details of the performa Award Scheme. * The direct	Option Scheme, exceeds 5 perc nce conditions, if there will be tors eligible to receive awards				
4c	Approve Termination of the Existing Share Award Schemes	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Award Scheme, together with the 2023 Share Option Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the awards under the 2023 Share Award Scheme. * The directors eligible to receive awards under the 2023 Share Award be involved in the administration of the 2023 Share Award Scheme.							
5	Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Award Scheme, together with the 2023 Share Option Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the awards under the 2023 Share Award Scheme. * The directors eligible to receive awards under the 2023 Share Award Scheme would be involved in the administration of the 2023 Share Award Scheme.							
6	Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the 2023 Sha of the company's issued capital. * The comp any, attached to the vesting of the awards o under the 2023 Share Award Scheme would	re Award Scheme, tog pany has not disclosed under the 2023 Share .	ether with the 2023 Share C the details of the performa Award Scheme. * The direct	Option Scheme, exceeds 5 perc nce conditions, if there will be tors eligible to receive awards				
7	Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the 2023 Sha of the company's issued capital. * The comp any, attached to the vesting of the awards	re Award Scheme, tog pany has not disclosed	ether with the 2023 Share C the details of the performa	Dption Scheme, exceeds 5 perc nce conditions, if there will be				

any, attached to the vesting of the awards under the 2023 Share Award Scheme. * The directors eligible to receive awards under the 2023 Share Award Scheme would be involved in the administration of the 2023 Share Award Scheme.

Zhejiang Supcon Technology Co., Ltd.

Meeting Date: 05/17/2023 Record Date: 05/10/2023 Primary Security ID: Y989TE105 Country: China Meeting Type: Annual Ticker: 688777

					Shares Voted: 757,309		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Report of the Board of Directors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is mer	ited for these routine re	solutions because no concer	ns have been identified.			
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is mer	ited for these routine re	solutions because no concer	ns have been identified.			
3	Approve Report of the Independent Directors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is mer	ited for these routine re	solutions because no concer	ns have been identified.			
4	Approve Financial Statements	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
5	Approve Annual Report and Summary	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.						
6	Approve Profit Distribution and Capitalization of Capital Reserves	Mgmt	For	For	For		
7	Approve to Appoint Auditor	Mgmt	For	For	For		
8	Approve Related Party Transaction	Mgmt	For	For	For		
9	Approve Credit Line Application and Provision of Guarantee	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote AGAINST is is disproportionate to the level of ownershi meeting circular.						
10	Approve Bill Pool Business	Mgmt	For	Against	Against		

Zhejiang Supcon Technology Co., Ltd.

Meeting Date: 05/17/2023	Country: China	Ticker: 688777
Record Date: 05/01/2023	Meeting Type: Annual	
Primary Security ID: Y989TE105		

					Shares Voted: 105,303
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt			
1	Approve Report of the Board of Directors	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.

Zhejiang Supcon Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is meri	ted for these routine r	esolutions because no concerr	ns have been identified.		
3	Approve Report of the Independent Directors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is meri	ted for these routine r	esolutions because no concerr	ns have been identified.		
4	Approve Financial Statements	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is meri	ted for these routine r	esolutions because no concerr	ns have been identified.		
5	Approve Annual Report and Summary	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is meri	ted for these routine r	esolutions because no concerr	ns have been identified.		
6	Approve Profit Distribution and Capitalization of Capital Reserves	Mgmt	For	For	For	
7	Approve to Appoint Auditor	Mgmt	For	For	For	
8	Approve Related Party Transaction	Mgmt	For	For	For	
9	Approve Credit Line Application and Provision of Guarantee	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST is is disproportionate to the level of ownershi meeting circular.					
10	Approve Bill Pool Business	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST is shareholder to effectively assess the associ		ere is lack of disclosure on the	e pertinent details for		

					Shares Voted: 569,972
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt			
1	Approve Report of the Board of Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merited	for these routine resolutio	ns because no concerns have been ider	ntified.	
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merited	for these routine resolutio	ns because no concerns have been ider	ntified.	
3	Approve Report of the Independent Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merited	for these routine resolutio	ns because no concerns have been ider	ntified.	
4	Approve Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merited	for these routine resolutio	ns because no concerns have been ider	ntified.	
5	Approve Annual Report and Summary	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merited	for these routine resolutio	ns because no concerns have been ider	ntified.	
6	Approve Profit Distribution and Capitalization of Capital Reserves	Mgmt	For	For	For
7	Approve to Appoint Auditor	Mgmt	For	For	For

Zhejiang Supcon Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Related Party Transaction	Mgmt	For	For	For
9	Approve Credit Line Application and Provision of Guarantee	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST is is disproportionate to the level of ownershi meeting circular.				
10	Approve Bill Pool Business	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is	warranted because th	ere is lack of disclosure on th	e pertinent details for	

shareholder to effectively assess the associated risks.

Ceres Power Holdings plc

Meeting Date: 05/18/2023	Country: United Kingdom	Ticker: CWR
Record Date: 05/16/2023	Meeting Type: Annual	
Primary Security ID: G2091U128		

					Shares Voted: 99,988
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 BDO LLP as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Re-elect Trine Borum Bojsen as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re- Finegold, Uwe Glock, Qinggui Hao, Aidan H concerns have been identified.				
5	Re-elect William Brown as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re- Finegold, Uwe Glock, Qinggui Hao, Aidan H concerns have been identified.				
6	Re-elect Philip Caldwell as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re- Finegold, Uwe Glock, Qinggui Hao, Aidan H concerns have been identified.				
7	Re-elect Warren Finegold as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re- Finegold, Uwe Glock, Qinggui Hao, Aidan H concerns have been identified.				
8	Re-elect Uwe Glock as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re-	election of Trine Borun	n Bojsen, William Tudor Brow	n, Phil Caldwell, Warren	

Finegold, Uwe Glock, Qinggui Hao, Aidan Hughes, Baroness Julia King and Eric Lakin is warranted because no significant concerns have been identified.

Ceres Power Holdings plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Qinggui Hao as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re-e Finegold, Uwe Glock, Qinggui Hao, Aidan Hu concerns have been identified.				
10	Re-elect Aidan Hughes as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re-e Finegold, Uwe Glock, Qinggui Hao, Aidan Hu concerns have been identified.				
11	Re-elect Dame Julia King as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re-e Finegold, Uwe Glock, Qinggui Hao, Aidan Hu concerns have been identified.				
12	Re-elect Eric Lakin as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re-e Finegold, Uwe Glock, Qinggui Hao, Aidan Hu concerns have been identified.				
13	Authorise Issue of Equity	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed amo	ounts and durations are within	
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Remuneration Policy	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
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed amo	ounts and durations are within	
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed amo	ounts and durations are within	
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Inner Mongolia Yili Industrial Group Co., Ltd.

Meeting Date: 05/18/2023	Country: China	Ticker: 600887
Record Date: 05/10/2023	Meeting Type: Annual	
Primary Security ID: Y408DG116		

					Shares Voted: 5,534,568
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report and Summary	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.

Inner Mongolia Yili Industrial Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
2	Approve Report of the Board of Directors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is me	rited for these routine res	solutions because no con	cerns have been identified.				
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.							
4	Approve Business Policy and Investment Plan	Mgmt	For	For	For			
5	Approve Financial Statements and Financial Budget Plan	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is me	rited for these routine res	solutions because no con	cerns have been identified.				
6	Approve Profit Distribution	Mgmt	For	For	For			
	ELECT NON-INDEPENDENT DIRECTORS	Mgmt						
7.1	Elect Pan Gang as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all no nominees.	minees is warranted give	en the absence of any kno	own issues concerning the				
7.2	Elect Zhao Chengxia as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.							
7.3	Elect Wang Xiaogang as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all no nominees.	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
7.4	Elect Chao Lu as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.							
7.5	Elect Lyu Gang as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.							
	ELECT INDEPENDENT DIRECTORS	Mgmt						
7.6	Elect Peng Heping as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all no nominees.	minees is warranted give	en the absence of any kno	own issues concerning the				
7.7	Elect Ji Shao as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all no nominees.	ominees is warranted give	on the absence of any kno	own issues concerning the				
7.8	Elect Cai Yuanming as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all no nominees.	minees is warranted give	on the absence of any kno	own issues concerning the				
7.9	Elect Shi Fang as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all no nominees.	ominees is warranted give	en the absence of any kno	own issues concerning the				
		Mamt						

ELECT SUPERVISORS

Inner Mongolia Yili Industrial Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction				
8.1	Elect Gao Debu as Supervisor	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR both no nominees.	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.							
8.2	Elect Zhang Xinling as Supervisor	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR both no nominees.	ominees is warranted gi	iven the absence of any k	known issues concerning the					
9	Approve Allowance of Directors	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR is merit	ed because no concern	s have been identified.						
10	Approve Allowance of Supervisors	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR is merit	ed because no concern	s have been identified.						
11	Approve Report of the Independent Directors	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR is merit	ed for these routine res	solutions because no con	cerns have been identified.					
12	Approve Authorization on Guarantee Provision for Upstream and Downstream Partners of the Industrial Chain	Mgmt	For	For	For				
13	Approve Provision of Guarantee for Wholly-owned Subsidiaries	Mgmt	For	For	For				
14	Approve Provision of Guarantee for Controlled Subsidiaries	Mgmt	For	Against	Against				
	Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.								
15	Approve Provision of Guarantee for Hohhot Yixing Dairy Investment Management Co., Ltd.	Mgmt	For	Against	Against				
	Voting Policy Rationale: A vote AGAINST is disproportionate to the level of ownership in meeting circular.		-						
16	Approve Application to Increase the Issuance Scale of Multi-variety Debt Financing Instruments (DFI)	Mgmt	For	For	For				
17	Approve Futures and Derivatives Hedging Business	Mgmt	For	For	For				
18	Approve Repurchase and Cancellation of Performance Shares	Mgmt	For	For	For				
19	Approve Amendments to Articles of Association	Mgmt	For	For	For				
20	Approve Appointment of Auditor	Mgmt	For	For	For				

ON Semiconductor Corporation

Meeting Date: 05/18/2023	Country: USA	Ticker: ON
Record Date: 03/21/2023	Meeting Type: Annual	
Primary Security ID: 682189105		

ON Semiconductor Corporation

					Shares Voted: 7,393
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Atsushi Abe	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1b	Elect Director Alan Campbell	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1c	Elect Director Susan K. Carter	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1d	Elect Director Thomas L. Deitrich	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1e	Elect Director Hassane El-Khoury	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	r nominees is warranted.			
1f	Elect Director Bruce E. Kiddoo	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	r nominees is warranted.			
1g	Elect Director Paul A. Mascarenas	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	r nominees is warranted.			
1h	Elect Director Gregory Waters	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	r nominees is warranted.			
1i	Elect Director Christine Y. Yan	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or 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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Shandong Pharmaceutical Glass Co., Ltd.

Meeting Date: 05/18/2023	Country: China	Ticker: 600529
Record Date: 05/11/2023	Meeting Type: Annual	
Primary Security ID: Y7678P103		

					Shares Voted: 3,699,317
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.

Shandong Pharmaceutical Glass Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merit	ted for these routine re	esolutions because no concer	rns have been identified.		
3	Approve Report of the Independent Directors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merit	ted for these routine re	esolutions because no concer	rns have been identified.		
4	Approve Remuneration of Directors and Supervisors	Mgmt	For	For	For	
5	Approve Financial Statements and Financial Budget Report	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merit	ted for these routine re	esolutions because no concer	rns have been identified.		
6	Approve Profit Distribution	Mgmt	For	For	For	
7	Approve Annual Report and Summary	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merit	ted for these routine re	psolutions because no conce	rns have been identified.		-
8	Approve Authorization of Chairman to Use Own Funds for Investment in Financial Products	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is unnecessary risks.	warranted because the	e proposed investment could	expose the company to		
9	Approve Authorization of Chairman to Use Raised Funds for Investment in Financial Products	Mgmt	For	For	For	
10	Approve Authorization of Chairman to Apply for Financing	Mgmt	For	For	For	
11	Approve Appointment of Auditor	Mgmt	For	For	For	

Shenzhen Mindray Bio-Medical Electronics Co., Ltd.

Meeting Date: 05/18/2023	Country: China	Ticker: 300760
Record Date: 05/10/2023	Meeting Type: Annual	
Primary Security ID: Y774E3101		

					Shares Voted: 1,089,834	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Report of the Board of Directors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is m	nerited for these routine res	colutions because no con	cerns have been identified.		
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is m	nerited for these routine res	colutions because no con	cerns have been identified.		
3	Approve Financial Statements	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is m	nerited for these routine res	colutions because no con	cerns have been identified.		
4	Approve Profit Distribution	Mgmt	For	For	For	

Shenzhen Mindray Bio-Medical Electronics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction					
5	Approve Annual Report and Summary	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.									
6	Approve Sustainability Report	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR is merite	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.								
7	Approve Appointment of Auditor	Mgmt	For	For	For					
8	Amend Articles of Association	Mgmt	For	For	For					
9	Amend Remuneration Management System for Directors, Supervisors and Senior Management Members	Mgmt	For	For	For					
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt								
10.1	Elect Li Xiting as Director	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted given	the absence of any know	wn issues concerning the						
10.2	Elect Xu Hang as Director	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.									
10.3	Elect Cheng Minghe as Director	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.									
10.4	Elect Wu Hao as Director	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.									
10.5	Elect Guo Yanmei as Director	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.									
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt								
11.1	Elect Liang Huming as Director	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted given	the absence of any know	wn issues concerning the						
11.2	Elect Zhou Xianyi as Director	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted given	the absence of any know	wn issues concerning the						
11.3	Elect Hu Shanrong as Director	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR all nominominees.	nees is warranted given	the absence of any know	wn issues concerning the						
11.4	Elect Gao Shengping as Director	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR all nominominees.	nees is warranted given	the absence of any know	wn issues concerning the						
11.5	Elect Xu Jing as Director	Mgmt	For	For	For					
	Voting Policy Rationale: A vote FOR all nomi nominees.	-	the absence of any know	wn issues concerning the						

nominees.

Shenzhen Mindray Bio-Medical Electronics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
12.1	Elect Tang Zhi as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.				
12.2	Elect Ji Qiang as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the				

nominees.

Smart Metering Systems Plc

Meeting Date: 05/18/2023	Country: United Kingdom	Ticker: SMS
Record Date: 05/16/2023	Meeting Type: Annual	
Primary Security ID: G82373104		

					Shares Voted: 511,541	
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 Miriam Greenwood as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re- Tim Mortlock and Gail Blain is warranted be	-		sett, Jamie Richards, Ruth Lea	ak,	
3	Re-elect Graeme Bissett as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re- Tim Mortlock and Gail Blain is warranted be			sett, Jamie Richards, Ruth Lea	ak,	
4	Re-elect Jamie Richards as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re- Tim Mortlock and Gail Blain is warranted be			sett, Jamie Richards, Ruth Lea	ак,	
5	Re-elect Ruth Leak as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re- Tim Mortlock and Gail Blain is warranted be			sett, Jamie Richards, Ruth Lea	эk,	
6	Re-elect Timothy Mortlock as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re- Tim Mortlock and Gail Blain is warranted be	-		sett, Jamie Richards, Ruth Lea	ik,	
7	Elect Gail Blain as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re- Tim Mortlock and Gail Blain is warranted be	-		sett, Jamie Richards, Ruth Lea	ak,	
8	Approve Remuneration Report	Mgmt	For	For	For	
9	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	
11	Approve Final Dividend	Mgmt	For	For	For	

Smart Metering Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
12	Authorise Issue of Equity	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these resol recommended limits.	lutions is warranted becau	se the proposed amounts and durations	s are within		
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these resol recommended limits.	lutions is warranted becau	se the proposed amounts and durations	s are within		
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these resol recommended limits.	lutions is warranted becau	se the proposed amounts and durations	s are within		
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	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: 9,741
Proposal 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	Against	For
	Voting Policy Rationale: A vote AGAINST vesting of the 2020 LTIP award, which is determine the grant value was briefly im an increased number of shares being gra has been made and the Company's expla	i judged to have significan pacted by the material un anted to cover the award.	ntly benefitted from 'windfal certainty brought about the However, no amendment to	ll gains'. The share price used c COVID-19 pandemic, leading o the award at grant or vesting	to
5	Re-elect Andrew Croft as Director	Mgmt	For	For	For

Voting Policy Rationale: Items 5-9 & 11-12 A vote FOR these candidates is considered warranted, as no material concerns have been identified. Item 10 A vote FOR the re-election of Paul Manduca is warranted, although it is not without concern for shareholders: * In addition to his Non-executive Chair position at the Company, he is the Board Chair of two other publicly listed companies. On strict application of the ISS Policy, his mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise his ability to commit sufficient time to his role at the Company. The main reasons for support are: * One of his external appointments is an investment trust which is considered to represent a less onerous time commitment. Future changes to his external board appointments will be kept under review.

St. James's Place Plc

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Craig Gentle as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5-9 & 11-12 been identified. Item 10 A vote FOR the re- shareholders: * In addition to his Non-exec listed companies. On strict application of th imply a significant set of time commitments Company. The main reasons for support an represent a less onerous time commitment.	election of Paul Manduc utive Chair position at th e ISS Policy, his mandat s which may compromise e: * One of his external	a is warranted, although it is ne Company, he is the Board es are considered to be overt his ability to commit sufficien appointments is an investmen	not without concern for Chair of two other publicly boarded. These responsibilit nt time to his role at the nt trust which is considered	ies
7	Re-elect Emma Griffin as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5-9 & 11-12 been identified. Item 10 A vote FOR the re- shareholders: * In addition to his Non-exec listed companies. On strict application of th imply a significant set of time commitments Company. The main reasons for support an represent a less onerous time commitment.	election of Paul Manduc utive Chair position at th e ISS Policy, his mandat s which may compromise e: * One of his external	a is warranted, although it is ne Company, he is the Board es are considered to be overt his ability to commit sufficiel appointments is an investmer	not without concern for Chair of two other publicly boarded. These responsibilit In time to his role at the ht trust which is considered	ies
8	Re-elect Rosemary Hilary as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5-9 & 11-12 been identified. Item 10 A vote FOR the re- shareholders: * In addition to his Non-exec listed companies. On strict application of th imply a significant set of time commitments Company. The main reasons for support and represent a less onerous time commitment.	election of Paul Manduc utive Chair position at th e ISS Policy, his mandat s which may compromise e: * One of his external	a is warranted, although it is ne Company, he is the Board es are considered to be overt his ability to commit sufficiel appointments is an investmer	not without concern for Chair of two other publicly boarded. These responsibilit In time to his role at the It trust which is considered	ies
9	Re-elect Lesley-Ann Nash as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5-9 & 11-12 been identified. Item 10 A vote FOR the re- shareholders: * In addition to his Non-exec listed companies. On strict application of th imply a significant set of time commitments Company. The main reasons for support are represent a less onerous time commitment.	election of Paul Manduc utive Chair position at th e ISS Policy, his mandat s which may compromise e: * One of his external	a is warranted, although it is ne Company, he is the Board es are considered to be overt n his ability to commit sufficien appointments is an investmen	not without concern for Chair of two other publicly boarded. These responsibilit nt time to his role at the nt trust which is considered	ies
10	Re-elect Paul Manduca as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5-9 & 11-12 been identified. Item 10 A vote FOR the re- shareholders: * In addition to his Non-exec listed companies. On strict application of th imply a significant set of time commitments Company. The main reasons for support an represent a less onerous time commitment.	election of Paul Manduc utive Chair position at th e ISS Policy, his mandat which may compromise e: * One of his external	a is warranted, although it is ne Company, he is the Board es are considered to be overt his ability to commit sufficie appointments is an investmer	not without concern for Chair of two other publicly boarded. These responsibilit In time to his role at the nt trust which is considered	ies
11	Re-elect John Hitchins as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5-9 & 11-12 been identified. Item 10 A vote FOR the re- shareholders: * In addition to his Non-exec listed companies. On strict application of th imply a significant set of time commitments Company. The main reasons for support and represent a less onerous time commitment.	election of Paul Manduc utive Chair position at th e ISS Policy, his mandat s which may compromise e: * One of his external	a is warranted, although it is ne Company, he is the Board es are considered to be overt his ability to commit sufficiel appointments is an investmer	not without concern for Chair of two other publicly boarded. These responsibilit In time to his role at the It trust which is considered	ies
12	Elect Dominic Burke as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 5-9 & 11-12 been identified. Item 10 A vote FOR the re- shareholders: * In addition to his Non-exec listed companies. On strict application of th imply a significant set of time commitments Company. The main reasons for support an represent a less onerous time commitment.	election of Paul Manduc utive Chair position at th e ISS Policy, his mandat s which may compromise e: * One of his external	a is warranted, although it is ne Company, he is the Board es are considered to be overt his ability to commit sufficiel appointments is an investmer	not without concern for Chair of two other publicly boarded. These responsibilit In time to his role at the ht trust which is considered	ies

St. James's Place 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 the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these reso recommended limits.	olutions is warranted becau	se the proposed amounts and duration	s are within	
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these reso recommended limits.	olutions is warranted becau	se the proposed amounts and duration	s are within	
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

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		

					Shares Voted: 125,441
Proposal 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
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns ha	ave been identified.	
5	Re-elect Richard Smith as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns ha	ave been identified.	
6	Re-elect Joe Lister as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns ha	ave been identified.	
7	Re-elect Ross Paterson as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns ha	ave been identified.	
8	Re-elect Ilaria del Beato as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	Directors is warranted as	s no significant concerns ha	ave been identified.	
9	Re-elect Dame Shirley Pearce as Director	Mgmt	For	For	For

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

The UNITE Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
10	Re-elect Thomas Jackson as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	Directors is warranted a	ns no significant concerns hav	ve been identified.		
11	Re-elect Sir Steve Smith as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	Directors is warranted a	ns no significant concerns hav	ve been identified.		
12	Elect Nicola Dulieu as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these D	Directors is warranted a	ns no significant concerns hav	ve been identified.		
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	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed amou	unts and durations are within		
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed amou	unts and durations are within		
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed amou	unts and durations are within		
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	

Estun Automation Co. Ltd.

Meeting Date: 05/19/2023	Country: China	Ticker: 002747
Record Date: 05/12/2023	Meeting Type: Annual	
Primary Security ID: Y6196S102		

					Shares Voted: 8,196,607		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Annual Report and Summary	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is meri	ted for these routine res	solutions because no conce	erns have been identified.			
2	Approve Report of the Board of Directors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is meri	ted for these routine re	solutions because no conce	erns have been identified.			
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is meri	ted for these routine re	solutions because no conce	erns have been identified.			
4	Approve Financial Statements	Mgmt	For	For	For		

Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.

Estun Automation Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
5	Approve Profit Distribution	Mgmt	For	For	For	
6	Approve Appointment of Auditor	Mgmt	For	For	For	
7	Approve Credit Line Application and Provision of Guarantee	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is wa excessive and may add to the company's final lack of disclosure on the pertinent details about	ncial burden, which is deen	ned not in the best interests of sharehol	ders. * Ther	e is	
8	Approve Use of Raised Funds and Own Funds for Cash Management	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is wa unnecessary risks.	arranted because the propo	sed investment could expose the comp	any to		
9	Approve Shareholder Dividend Return Plan	Mgmt	For	For	For	
10	Amend External Investment Management Measures	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is wa covered under the proposed amendments.	arranted given the company	/ has not specified the details and the p	rovisions		
11	Approve Repurchase and Cancellation of Performance Shares as well as Cancellation of Stock Options	Mgmt	For	For	For	

Sungrow Power Supply Co., Ltd.

Meeting Date: 05/19/2023	Country: China	Ticker: 300274
Record Date: 05/12/2023	Meeting Type: Annual	
Primary Security ID: Y8211M102		

					Shares Voted: 233,596
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is meri	ted for these routine r	esolutions because no concer	rns have been identified.	
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is meri	ted for these routine r	esolutions because no concer	rns have been identified.	
3	Approve Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is meri	ted for these routine r	esolutions because no concer	rns have been identified.	
4	Approve Profit Distribution	Mgmt	For	For	For
5	Approve Annual Report and Summary	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is meri	ted for these routine r	esolutions because no concer	rns have been identified.	
6	Approve Provision of Guarantees	Mgmt	For	For	For
7	Approve Financial Assistance Provision	Mgmt	For	For	For
8	Approve Foreign Exchange Hedging Business	Mgmt	For	For	For

Sungrow Power Supply Co., Ltd.

-				Voting				
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction			
9	Approve Issuing of Letter of Guarantee	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST is w guarantee request.	arranted because there is l	ack of disclosure on the pertinent detail	s of this loan				
10	Approve to Appoint Auditor	Mgmt	For	For	For			
11	Approve Remuneration of Directors, Supervisors and Senior Management Members	Mgmt	For	For	For			
12	Approve Repurchase and Cancellation of Performance Shares	Mgmt	For	For	For			
13	Amend Articles of Association	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST is w adequately provide for accountability and trai		osed articles amendments are not consi	dered to				
14	Elect Tao Gaozhou as Supervisor	Mgmt	For	For	For			
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt						
15.1	Elect Cao Renxian as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nomin nominees.	ees is warranted given the	absence of any known issues concernin	ng the				
15.2	Elect Gu Yilei as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.							
15.3	Elect Zhao Wei as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.							
15.4	Elect Zhang Xucheng as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nomin nominees.	ees is warranted given the	absence of any known issues concernin	ng the				
15.5	Elect Wu Jiamao as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.							
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt						
16.1	Elect Gu Guang as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nomin nominees.	ees is warranted given the	absence of any known issues concernin	ng the				
16.2	Elect Li Mingfa as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nomin nominees.	ees is warranted given the	absence of any known issues concernin	ng the				
16.3	Elect Zhang Lei as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nomin	ees is warranted given the	absence of any known issues concernin	ng the				

nominees.

Tongda Hong Tai Holdings Limited

Meeting Date: 05/19/2023 Record Date: 05/15/2023 Primary Security ID: G8919C109 **Country:** Cayman Islands **Meeting Type:** Annual Ticker: 2363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For		
2a	Elect Wong Ming Li as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nom and the company's board and committee dy	-	n the absence of any known	n issues concerning the nomin	nees		
2b	Elect Lee King On Jeff as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nom. and the company's board and committee dy	-	n the absence of any known	n issues concerning the nomin	lees		
2c	Elect Wang Ming Zhi as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nom and the company's board and committee dy	-	n the absence of any known	n issues concerning the nomin	lees		
2d	Elect Chan Shiu Man as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nom. and the company's board and committee dy	-	n the absence of any known	n issues concerning the nomin	lees		
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For		
4	Approve D & Partners CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For		
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For		
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cl not specified the discount limit for issuance	lass of shares for issuar	nce for cash and non-cash c				
6	Approve Amendments to the Existing Articles of Association and Adopt the Second Amended and Restated Articles	Mgmt	For	For	For		
	of Association						

Record Date: 05/15/2023 Country: China Primary Security ID: Y265F3109

Anjoy Foods Group Co., Ltd.

Shares	Voted.	1 465	806
Juaies	voleu.	1,705	,000

					Shares Voted: 1,465,806			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1	Approve Annual Report and Summary	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merite	ed for these routine resolu	itions because no concerns ha	ve been identified.				
2	Approve Report of the Board of Directors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merite	ed for these routine resolu	utions because no concerns have	ve been identified.				
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merite	ed for these routine resolu	utions because no concerns have	ve been identified.				
4	Approve Report of the Independent Directors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merite	ed for these routine resolu	utions because no concerns have	ve been identified.				
5	Approve Financial Statements	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merite	ed for these routine resolu	utions because no concerns have	ve been identified.				
6	Approve Profit Distribution	Mgmt	For	For	For			
7	Approve Use of Idle Raised Funds and Idle Own Funds for Cash Management	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST is v unnecessary risks.	varranted because the pro	oposed investment could expos	se the company to				
8	Approve Credit Line Application and Guarantee	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.							
9	Approve to Appoint Auditor	Mgmt	For	For	For			
10	Approve Related Party Transactions	Mgmt	For	For	For			
11	Approve Remuneration of Directors and Supervisors	Mgmt	For	For	For			
12	Approve to Formulate and Amend Partial Company's Systems and Partial Articles of Association	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST is v covered under the proposed amendments.	varranted given the comp	any has not specified the detai	ils and the provisions				
13	Approve Environmental, Social and Governance (ESG) Report	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is merite	ed for these routine resolu	utions because no concerns have	ve been identified.				
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt						
14.1	Elect Liu Mingming as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nomin nominees.	inees is warranted given t	he absence of any known issue	es concerning the				
14.2	Elect Zhang Gaolu as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nomi	nees is warranted given t	he absence of any known issue	es concerning the				

Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.

Anjoy Foods Group Co., Ltd.

Proposal			Mgmt	Voting Policy	Vote		
Number	Proposal Text	Proponent	Rec	Rec	Instruction		
14.3	Elect Zhang Qingmiao as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nomin nominees.	ees is warranted given the	absence of any known issues concern	ing the			
14.4	Elect Bian Yongzhuang as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nomin nominees.	ees is warranted given the	absence of any known issues concern	ing the			
14.5	Elect Zheng Yanan as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
14.6	Elect Dai Fan as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt					
15.1	Elect Zhang Mei as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
15.2	Elect Zhao Bei as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
15.3	Elect Zhang Yueping as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
	ELECT SUPERVISOR VIA CUMULATIVE VOTING	Mgmt					
16.1	Elect Zhang Guangxi as Supervisor	Mgmt	For	For	For		

Galaxy Entertainment Group Limited

Meeting Date: 05/22/2023	Country: Hong Kong	Ticker: 27
Record Date: 05/15/2023	Meeting Type: Annual	
Primary Security ID: Y2679D118		

					Shares Voted: 769,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	
2	Elect Joseph Chee Ying Keung as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi	nees is warranted.				
3	Elect William Yip Shue Lam as Director	Mgmt	For	For	For	
	Voting Policy Pationale: A vote FOP all nom	neec is warranted				

Voting Policy Rationale: A vote FOR all nominees is warranted.

Galaxy Entertainment Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
4	Elect Patrick Wong Lung Tak as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.						
5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For			
6	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For			
7.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For			
7.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant ci not specified the discount limit for issuance	lass of shares for issu	ance for cash and non-cash c					
7.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.							
8	Adopt New Share Award Scheme and New Share Option Scheme and the Mandate Limit Shall Not Exceed 10% of Issued Shares	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST Items 8 and 9 is warranted because: * The company could be considered a mature company, and the limit under the proposed new schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The New SAS and New SOS lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options and/or awards under the New SAS and New SOS are involved in its administration. A vote FOR Item 10 is warranted given that in respect of the suspension and termination of the existing schemes is warranted as the 2021 Share Award Scheme and the 2021 Share Option Scheme includes negative features (i.e., potentially excessive dilution, lack of disclosure on performance conditions, and conflicts of interests in terms of the administration of the scheme).							
9	Approve Service Provider Sub-limit	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST Ite company, and the limit under the proposed exceeds 5 percent of the company's issued meaningful vesting periods. * The directors involved in its administration. A vote FOR It existing schemes is warranted as the 2021 s (i.e., potentially excessive dilution, lack of a administration of the scheme).	new schemes, togeth capital. * The New Sr eligible to receive op rem 10 is warranted g Share Award Scheme	ner with other share incentive AS and New SOS lacks challed tions and/or awards under th iven that in respect of the su and the 2021 Share Option S	e schemes of the company, nging performance criteria and ne New SAS and New SOS are Ispension and termination of th Scheme includes negative featu	ne			
10	Approve Suspension of 2021 Share Award Scheme and Termination of 2021 Share Option Scheme	Mgmt	For	For	For			
	Voting Policy Rationale: A vote AGAINST Items 8 and 9 is warranted because: * The company could be considered a mature company, and the limit under the proposed new schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The New SAS and New SOS lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options and/or awards under the New SAS and New SOS are involved in its administration. A vote FOR Item 10 is warranted given that in respect of the suspension and termination of the existing schemes is warranted as the 2021 Share Award Scheme and the 2021 Share Option Scheme includes negative features (i.e. potentially excessive dilution, lack of disclosure on performance conditions, and conflicts of interacts in terms of the							

existing schemes is warranted as the 2021 Share Award Scheme and the 2021 Share Option Scheme includes negative fee (i.e., potentially excessive dilution, lack of disclosure on performance conditions, and conflicts of interests in terms of the administration of the scheme).

Grupo Aeroportuario del Pacifico SAB de CV

Meeting Date: 05/22/2023
Record Date: 05/09/2023
Primary Security ID: P4959P100

Country: Mexico Meeting Type: Ordinary Shareholders Ticker: GAPB

					Shares Voted: 16,000
oposal Imber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Information on Election or Ratification of Directors and Their Alternates of Series BB Shareholders	Mgmt			
2.a	Ratify Carlos Cardenas Guzman as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third independ	, ,		tor
2.b	Ratify Angel Losada Moreno as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third independ	, ,		tor
2.c	Ratify Joaquin Vargas Guajardo as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third independ			tor
2.d	Ratify Juan Diez-Canedo Ruiz as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third independ			tor
2.e	Ratify Luis Tellez Kuenzler as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third independ			tor
2.f	Ratify Alejandra Palacios Prieto as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third independ			tor
2.g	Elect Alejandra Yazmin Soto Ayech as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third independ			tor
3.a	Elect Luis Tellez Kuenzler as Director of Series B Shareholders and Member of Nominations and Compensation Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ite nominees; and * The proposed board is at le meeting the growing expectations of institut	east one-third independ			tor

Shell Pic

Meeting Date: 05/23/2023 Record Date: 05/19/2023 Primary Security ID: G80827101 Country: United Kingdom Meeting Type: Annual Ticker: SHEL

					Shares Voted: 99,952
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
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
5	Elect Cyrus Taraporevala as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
6	Elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
7	Elect Leena Srivastava as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
3	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
9	Re-elect Dick Boer as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
10	Re-elect Neil Carson as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
11	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
12	Re-elect Jane Lute as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
13	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
14	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
15	Re-elect Abraham Schot as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	andidates is warranted a	as no significant concerns l	have been identified.	
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For

Shell Pic

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re- recommended limits.	solutions is warranted beca	use the proposed amounts and duration	ns are within	
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re- recommended limits.	solutions is warranted beca	use the proposed amounts and duration	ns are within	
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
	Shareholder Proposal	Mgmt			
26	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

PUMA SE

Meeting Date: 05/24/2023	Country: Germany	Ticker: PUM
Record Date: 05/02/2023	Meeting Type: Annual	
Primary Security ID: D62318148		

					Shares Voted: 5,312
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 0.82 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these put their fiduciary duties.	roposals are warranted	as there is no evidence tha	t the boards have not fulfilled	
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these put their fiduciary duties.	roposals are warranted	as there is no evidence tha	t the boards have not fulfilled	
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For

PUMA SE

roposal umber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST t disclosure under the STI compared to ma Discretionary adjustments were made to t disclosure, particularly regarding the actu not subject to performance conditions. * o provided.	rket practice, particularly the STI in the year under al adjustments made. * I	regarding individual and sust review, and the company has Payouts were made under the	ainability targets. * s not provided compelling Monetary Unit Plan, which w	as
7.1	Elect Heloise Temple-Boyer to the Supervisory Board	Mgmt	For	Against	Against
	Voting Policy Rationale: Votes AGAINST the Ohlsson, are warranted because of the fai further warranted because he is non-indep non-independent nominee, Heloise Templ sufficiently independent audit committee. presence helps to increase the independent	ilure to establish a suffici oendent and currently th le-Boyer, is further warra However, a vote FOR th	ently independent board. A vo e chair of the audit committee nted because the company ha	ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a	5
7.2	Elect Thore Ohlsson to the Supervisory Board	Mgmt	For	Against	Against
	Voting Policy Rationale: Votes AGAINST the Ohlsson, are warranted because of the fai further warranted because he is non-inde non-independent nominee, Heloise Tempi sufficiently independent audit committee. presence helps to increase the independe	ilure to establish a suffici pendent and currently th le-Boyer, is further warra However, a vote FOR th	ently independent board. A vo e chair of the audit committee nted because the company ha	ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a	5
7.3	Elect Jean-Marc Duplaix to the	Mgmt	For	Against	Against
	Supervisory Board	J		J.	5
	Supervisory Board Voting Policy Rationale: Votes AGAINST th Ohlsson, are warranted because of the fai further warranted because he is non-indep non-independent nominee, Heloise Templ sufficiently independent audit committee. presence helps to increase the independent	he non-independent nom ilure to establish a suffici pendent and currently th le-Boyer, is further warra However, a vote FOR th	inees, Heloise Temple-Boyer, iently independent board. A vo e chair of the audit committee nted because the company ha	Jean-Marc Duplaix, and Thor ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a	e s
7.4	Voting Policy Rationale: Votes AGAINST the Ohlsson, are warranted because of the fai further warranted because he is non-indep non-independent nominee, Heloise Templ sufficiently independent audit committee.	he non-independent nom ilure to establish a suffici pendent and currently th le-Boyer, is further warra However, a vote FOR th	inees, Heloise Temple-Boyer, iently independent board. A vo e chair of the audit committee nted because the company ha	Jean-Marc Duplaix, and Thor ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a	e s
7.4	Voting Policy Rationale: Votes AGAINST th Ohlsson, are warranted because of the fai further warranted because he is non-indep non-independent nominee, Heloise Tempi sufficiently independent audit committee. presence helps to increase the independent Elect Fiona May to the Supervisory	he non-independent nom ilure to establish a suffici pendent and currently th le-Boyer, is further warra However, a vote FOR th nce of the board. Mgmt he non-independent nom ilure to establish a suffici pendent and currently th le-Boyer, is further warra However, a vote FOR th	inees, Heloise Temple-Boyer, iently independent board. A vo e chair of the audit committee nted because the company ha e independent nominee Fiona For inees, Heloise Temple-Boyer, iently independent board. A vo e chair of the audit committee nted because the company ha	Jean-Marc Duplaix, and Thor ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a May is warranted because h For Jean-Marc Duplaix, and Thor ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a	e s For e s
7.4	Voting Policy Rationale: Votes AGAINST th Ohlsson, are warranted because of the far further warranted because he is non-indep non-independent nominee, Heloise Templ sufficiently independent audit committee. presence helps to increase the independent Elect Fiona May to the Supervisory Board Voting Policy Rationale: Votes AGAINST th Ohlsson, are warranted because of the far further warranted because he is non-indep non-independent nominee, Heloise Templ sufficiently independent audit committee.	he non-independent nom ilure to establish a suffici pendent and currently th le-Boyer, is further warra However, a vote FOR th nce of the board. Mgmt he non-independent nom ilure to establish a suffici pendent and currently th le-Boyer, is further warra However, a vote FOR th	inees, Heloise Temple-Boyer, iently independent board. A vo e chair of the audit committee nted because the company ha e independent nominee Fiona For inees, Heloise Temple-Boyer, iently independent board. A vo e chair of the audit committee nted because the company ha	Jean-Marc Duplaix, and Thor ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a May is warranted because h For Jean-Marc Duplaix, and Thor ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a	e s For e s
	Voting Policy Rationale: Votes AGAINST th Ohlsson, are warranted because of the fai further warranted because he is non-indep non-independent nominee, Heloise Templ sufficiently independent audit committee. presence helps to increase the independen Elect Fiona May to the Supervisory Board Voting Policy Rationale: Votes AGAINST th Ohlsson, are warranted because of the fai further warranted because the is non-indep non-independent nominee, Heloise Templ sufficiently independent audit committee. presence helps to increase the independent Elect Martin Koeppel as Employee Representative to the Supervisory	he non-independent nom ilure to establish a suffici pendent and currently th le-Boyer, is further warra However, a vote FOR th nce of the board. Mgmt he non-independent nom ilure to establish a suffici pendent and currently th le-Boyer, is further warra However, a vote FOR th nce of the board. Mgmt	inees, Heloise Temple-Boyer, iently independent board. A vo e chair of the audit committee nted because the company ha e independent nominee Fiona For inees, Heloise Temple-Boyer, iently independent board. A vo e chair of the audit committee nted because the company ha e independent nominee Fiona For For	Jean-Marc Duplaix, and Thoi ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a May is warranted because h For Jean-Marc Duplaix, and Thoi ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a May is warranted because h For For	e s er For e s er For be
	Voting Policy Rationale: Votes AGAINST th Ohlsson, are warranted because of the fai further warranted because he is non-indep non-independent nominee, Heloise Templ sufficiently independent audit committee. presence helps to increase the independent Elect Fiona May to the Supervisory Board Voting Policy Rationale: Votes AGAINST th Ohlsson, are warranted because of the fai further warranted because he is non-indep non-independent nominee, Heloise Templ sufficiently independent audit committee. presence helps to increase the independent Elect Martin Koeppel as Employee Representative to the Supervisory Board Voting Policy Rationale: Votes FOR the pro-	he non-independent nom ilure to establish a suffici pendent and currently th le-Boyer, is further warra However, a vote FOR th nce of the board. Mgmt he non-independent nom ilure to establish a suffici pendent and currently th le-Boyer, is further warra However, a vote FOR th nce of the board. Mgmt	inees, Heloise Temple-Boyer, iently independent board. A vo e chair of the audit committee nted because the company ha e independent nominee Fiona For inees, Heloise Temple-Boyer, iently independent board. A vo e chair of the audit committee nted because the company ha e independent nominee Fiona For For	Jean-Marc Duplaix, and Thoi ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a May is warranted because h For Jean-Marc Duplaix, and Thoi ote AGAINST Thore Ohlsson i e. A vote AGAINST the as failed to establish a May is warranted because h For For	e s er For e s er For be
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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Sunny Optical Technology (Group) Company Limited

Meeting Date: 05/24/2023	Country: Cayman Islands	Ticker: 2382
Record Date: 05/18/2023	Meeting Type: Annual	
Primary Security ID: G8586D109		

					Shares Voted: 2,368,400
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Sun Yang as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.			
3b	Elect Wang Wenjian as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.			
3c	Elect Shao Yang Dong as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.			
3d	Elect Jia Lina as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.			
Зе	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against

Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST the general share issuance mandate in Item 5 is warranted given that the company has not specified the discount limit for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 7 is warranted given that the reissuance of repurchased share would cause the aggregate share issuance limit to exceed 10 percent for cash and non-cash consideration and the discount limit has not been specified.

TeamViewer SE

Meeting Date: 05/24/2023 Record Date: 05/02/2023 Primary Security ID: D8T895100 Country: Germany Meeting Type: Annual Ticker: TMV

					Shares Voted: 464,654
oposal mber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
L	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	oposals are warranted a	s there is no evidence that	t the boards have not fulfilled	
	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these pr their fiduciary duties.	oposals are warranted a	s there is no evidence that	t the boards have not fulfilled	
	Ratify PricewaterhouseCoopers 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
	Approve Remuneration Report	Mgmt	For	For	For
	Approve Increase in Size of Board to Eight Members	Mgmt	For	For	For
	Elect Abraham Peled to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop election of Swantje Conrad (Item 7.6) and G		-		he
	Elect Axel Salzmann to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop election of Swantje Conrad (Item 7.6) and G		-		he
	Elect Joerg Rockenhaeuser to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop election of Swantje Conrad (Item 7.6) and G		-		he
4	Elect Stefan Dziarski to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop election of Swantje Conrad (Item 7.6) and G		-		he
5	Elect Ralf Dieter to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop election of Swantje Conrad (Item 7.6) and G		-		he
6	Elect Swantje Conrad to the Supervisory Board, if Item 6 is Accepted	Mgmt	For	For	For

election of Swantje Conrad (Item 7.6) and Christina Stercken (Item 7.7) are subject to the approval of Item 6.

TeamViewer SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.7	Elect Christina Stercken to the Supervisory Board, if Item 6 is Accepted	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the propose election of Swantje Conrad (Item 7.6) and Chri		2	Note that th	ie
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
10	Approve Remuneration Policy	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Zalando SE

Meeting Date: 05/24/2023	Country: Germany	Ticker: ZAL
Record Date: 05/02/2023	Meeting Type: Annual	
Primary Security ID: D98423102		

					Shares Voted: 134,414
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
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these po their fiduciary duties.	roposals are warranted	as there is no evidence that	t the boards have not fulfilled	
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these po their fiduciary duties.	roposals are warranted	as there is no evidence that	t the boards have not fulfilled	
5.1	Ratify Ernst & Young 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
	Vetice Reliev Retirently Veter FOR any way			/-	

Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.

Zalando SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR are warr	ranted because there a	re no concerns regarding the	se proposals.	
6	Approve Remuneration Report	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the awarded to incoming CFO Dembeck without report does not contain compelling respons approved, 39.7 percent of the votes cast we taken feedback into account, thus failing to vested in 2022 but without adequate disclos (CAGR).	t an accompanying con iveness to the 2022 AG ere not in favor and the be responsive to share	npelling justification for this a M voting result. Although the e board has not explained in a cholder sentiment. * The 2016	ward. * The remuneration e remuneration report was a compelling way how it has 8 and 2019 LTI plans partially	
7.1	Elect Kelly Bennett to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are wa	rranted due to a lack of gove	ernance concerns.	
7.2	Elect Jennifer Hyman to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are wa	rranted due to a lack of gove	ernance concerns.	
7.3	Elect Niklas Oestberg to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are wa	rranted due to a lack of gove	ernance concerns.	
7.4	Elect Anders Povlsen to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are wa	rranted due to a lack of gove	ernance concerns.	
7.5	Elect Mariella Roehm-Kottmann to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are wa	rranted due to a lack of gove	ernance concerns.	
7.6	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop	oosed nominees are wa	rranted due to a lack of gove	ernance concerns.	
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Online Participation	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

Instructure Holdings, Inc.

Meeting Date: 05/25/2023	Country: USA	Ticker: INST
Record Date: 04/06/2023	Meeting Type: Annual	
Primary Security ID: 457790103		

Instructure Holdings, Inc.

					Shares Voted: 14,298			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1a	Elect Director Erik Akopiantz	Mgmt	For	Withhold	Withhold			
16	Voting Policy Rationale: WITHHOLD votes a (Jaimie) Hutter for failing to establish a boa are further warranted for Erik Akopiantz for votes are warranted for incumbent director diversity on the board and given the board pop-up supermajority vote requirements, ea Elect Director James "Jaimie" Hutter	rd on which a majority serving as a non-indeµ nominees Erik Akopian s failure to remove, or ach of which adversely	of the directors are independ pendent member of a key boo atz and James (Jaimie) Hutter subject to a sunset requirem impacts shareholder rights.	dent directors. WITHHOLD vo ard committee. WITHHOLD r for lack of racial or ethnic ent, the classified board and				
1b	Elect Director James "Jaimie" Hutter Mgmt For Withhold Withhold							
	Voting Policy Rationale: WITHHOLD votes a (Jaimie) Hutter for failing to establish a boa are further warranted for Erik Akopiantz for votes are warranted for incumbent director diversity on the board and given the board pop-up supermajority vote requirements, ea	rd on which a majority serving as a non-indep nominees Erik Akopian s failure to remove, or	of the directors are independ pendent member of a key boo tz and James (Jaimie) Hutter subject to a sunset requirem	dent directors. WITHHOLD vo ard committee. WITHHOLD r for lack of racial or ethnic	tes			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For			
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For			
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Against	Against			

decide on the company's response to any shareholder litigation has a poor track record on corporate governance.

Ming Yang Smart Energy Group Co., Ltd.

Meeting Date: 05/25/2023	Country: China	Ticker: 601615
Record Date: 05/19/2023	Meeting Type: Annual	
Primary Security ID: Y60373100		

					Shares Voted: 10,109,206		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Report of the Board of Directors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conce	erns have been identified.			
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conce	erns have been identified.			
3	Approve Report of the Independent Directors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conce	erns have been identified.			
4	Approve Financial Statements	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conce	erns have been identified.			
5	Approve Annual Report and Summary	Mgmt	For	For	For		
	Voting Policy Potionalay A year EOD is marited for these routing resolutions because no concerns have been identified						

Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.

Ming Yang Smart Energy Group Co., Ltd.

	5 57 1	•		Voting	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction
6	Approve Profit Distribution	Mgmt	For	For	For
7	Approve Remuneration of Non-independent Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merite	ed because no concer	ns have been identified.		
8	Approve Remuneration of Independent Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merit	ed because no concer	ns have been identified.		
9	Approve Remuneration of Supervisors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merite	ed because no concer	ns have been identified.		
10	Approve Related Party Transaction	Mgmt	For	For	For
11	Approve External Guarantee	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is u guarantee request.	warranted because the	ere is lack of disclosure on the p	pertinent details of this loan	,
12	Approve Application of Credit Line	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is t the company's financial burden, which is dea			ered excessive and may add	1 to
13	Approve Issuance of Green Medium-term Notes	Mgmt	For	For	For

Prudential Plc

Meeting Date: 05/25/2023	Country: United Kingdom	Ticker: PRU
Record Date: 05/23/2023	Meeting Type: Annual	
Primary Security ID: G72899100		

					Shares Voted: 472,736		
Proposal 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 Arijit Basu as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these L	Directors is warranted a	s no significant concerns hav	ve been identified.			
5	Elect Claudia Dyckerhoff as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these L	Directors is warranted a	s no significant concerns hav	ve been identified.			
6	Elect Anil Wadhwani as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these L	Directors is warranted a	s no significant concerns hav	ve been identified.			
7	Re-elect Shriti Vadera as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these L	Directors is warranted a	s no significant concerns hav	ve been identified.			
8	Re-elect Jeremy Anderson as Director	Mgmt	For	For	For		
	Vetice Palice Patiencles A vete FOD these Directory is warmented as no significant approximate house been identified						

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

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Chua Sock Koong as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	s no significant concerns l	have been identified.	
10	Re-elect David Law as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	s no significant concerns l	have been identified.	
11	Re-elect Ming Lu as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	s no significant concerns l	have been identified.	
12	Re-elect George Sartorel as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	s no significant concerns l	have been identified.	
13	Re-elect Jeanette Wong as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	s no significant concerns l	have been identified.	
14	Re-elect Amy Yip as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	Directors is warranted as	s no significant concerns l	have been identified.	
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
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed an	nounts and durations are within	
25	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed an	nounts and durations are within	
26	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed an	nounts and durations are within	
27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed an	nounts and durations are within	

recommended limits.

Prudential Plc

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

PT Bukalapak.com Tbk

Meeting Date: 05/25/2023	Country: Indonesia	Ticker: BUKA
Record Date: 05/02/2023	Meeting Type: Annual	
Primary Security ID: Y1R0GP109		

					Shares Voted: 302,486,200
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For
5	Amend Article 20 Paragraph 6 of the Company's Articles of Association	Mgmt	For	For	For
6	Approve Report on the Use of Proceeds	Mgmt	For	For	For
7	Approve Implementation of Management and Employee Stock Option Program (MESOP) Phase II	Mgmt	For	Against	For

Voting Policy Rationale: A vote AGAINST this resolution is warranted given that the exercise price could be at a maximum discount of 10 percent to the market price.

Glencore Plc

Meeting Date: 05/26/2023	Country: Jersey	Ticker: GLEN
Record Date: 05/24/2023	Meeting Type: Annual	
Primary Security ID: G39420107		

					Shares Voted: 289,111
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

Glencore Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Re-elect Kalidas Madhavpeddi as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	ndidates is warranted a	s no significant concerns	have been identified.	
4	Re-elect Gary Nagle as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	ndidates is warranted a	s no significant concerns	have been identified.	
5	Re-elect Peter Coates as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	ndidates is warranted a	s no significant concerns	have been identified.	
6	Re-elect Martin Gilbert as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	ndidates is warranted a	s no significant concerns	have been identified.	
7	Re-elect Gill Marcus as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	ndidates is warranted a	s no significant concerns	have been identified.	
8	Re-elect Cynthia Carroll as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	ndidates is warranted a	s no significant concerns	have been identified.	
9	Re-elect David Wormsley as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	ndidates is warranted a	s no significant concerns	have been identified.	
10	Elect Liz Hewitt as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ca	ndidates is warranted a	s no significant concerns	have been identified.	
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 Company's targets are aligned with the Paris actions taken after 2035, whereas experts en Company's advocacy and lobbying activities. transition in 2022 has not significantly increa acknowledged, support is not recommended	Agreement. * The achi mphasize the importance * Despite record profits ased. Therefore, althoug	evement of the Company e of taking action in this c , of which 53% derived f	's aims appears dependent on decade. * Concerns remain on from coal, the investment in th	the
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re. recommended limits.	solutions is warranted b	ecause the proposed amo	ounts and durations are within	,
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re- recommended limits.	solutions is warranted b	ecause the proposed amo	ounts and durations are within	
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re- recommended limits.	solutions is warranted b	ecause the proposed amo	ounts and durations are within	
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			

Glencore Pic

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

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.

NARI Technology Co., Ltd.

Meeting Date: 05/26/2023	Country: China	Ticker: 600406
Record Date: 05/17/2023	Meeting Type: Annual	
Primary Security ID: Y6S99Q112		

					Shares Voted: 447,523
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is mer	ited for these routine re	solutions because no conce	erns have been identified.	
2	Approve Profit Distribution and Capitalization of Capital Reserves	Mgmt	For	For	For
3	Approve Report of the Independent Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is mer	ited for these routine re	solutions because no conce	erns have been identified.	
4	Approve Report of the Board of Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is mer	ited for these routine re	solutions because no conce	erns have been identified.	
5	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is mer	ited for these routine re	solutions because no conce	erns have been identified.	
6	Approve Financial Budget Report	Mgmt	For	For	For
7	Approve Related Party Transaction	Mgmt	For	For	For
8	Approve Financial Business Services Agreement	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is service agreement with the group finance or risks associated with the financial services	company, which may ex	pose the company to unnee		rent
9	Approve Appointment of Financial Auditor and Internal Control Auditor	Mgmt	For	For	For
10	Approve Amendments to Articles of Association	Mgmt	For	For	For
11	Approve Formulation of Measures for the Administration of External Guarantees	Mgmt	For	For	For
	Voting Policy Pationale: A vote FOP is mer	ited herause no concern	c have been identified		

Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.

NARI Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
12	Approve Formulation of Measures for the Administration of External Donations	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merit	ed because no conce	erns have been identified.			
13	Amend Administrative Measures for Decision-Making of Related Party Transactions	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST is covered under the proposed amendments.	warranted given the	company has not specified the de	tails and the provisions		
14	Approve Annual Report and Summary	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
	ELECT NON-INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING	Mgmt				
15.1	Elect Hua Dingzhong as Director	Mgmt	For	For	For	

EC Healthcare

Meeting Date: 05/29/2023	Country: Cayman Islands	Ticker: 2138
Record Date: 05/25/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: G3037S102		

					Shares Voted: 1,495,091
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Termination of 2020 Co-Ownership Plan and Related Transactions	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra with that of the company.	nted given that the Co	-Ownership Plan 2 serves to	align the interests of employ	/ees
2	Approve Co-Ownership Plan 2	Mgmt	For	For	Against
	Voting Policy Rationale: A vote FOR is warranted given that the Co-Ownership Plan 2 serves to align the interests of employees with that of the company.				/ees
3	Approve Scheme Mandate Pursuant to the Co-Ownership Plan 2	Mgmt	For	For	Against
	Voting Policy Rationale: A vote FOR is warra with that of the company.	nted given that the Co	-Ownership Plan 2 serves to	align the interests of employ	/ees
4	Approve Service Provider Sublimit Pursuant to the Co-Ownership Plan 2	Mgmt	For	For	Against
	Voting Policy Rationale: A vote FOR is warra with that of the company.	nted given that the Co	-Ownership Plan 2 serves to	align the interests of employ	lees
5	Approve New Share Option Scheme, Terminate Share Option Scheme Adopted on 19 February 2016 and Related Transactions	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the considered a mature company, and the limit exceed 5 percent of the company's issued of Scheme have not been disclosed. * The dire	under the NSO Schem apital. * Performance c	ne, together with other incent conditions and meaningful ve	tive schemes of the company sting periods under the NSO	

administration of the scheme.

EC Healthcare

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve NSO Service Providers Sublimit and Related Transactions	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST the adoption of the NSO Scheme is warranted because: * The company could be considered a mature company, and the limit under the NSO Scheme, together with other incentive schemes of the company, exceed 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods under the NSO Scheme have not been disclosed. * The directors eligible to receive options under the NSO Scheme are involved in the administration of the scheme.

Shenzhen Inovance Technology Co., Ltd.

Meeting Date: 05/29/2023	Country: China	Ticker: 300124
Record Date: 05/22/2023	Meeting Type: Annual	
Primary Security ID: Y7744Z101		

					Shares Voted: 4,562,707
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report and Summary	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conce	erns have been identified.	
2	Approve Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conce	erns have been identified.	
3	Approve Report of the Board of Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conce	erns have been identified.	
4	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conce	erns have been identified.	
5	Approve Profit Distribution	Mgmt	For	For	For
6	Approve Financial Budget Report	Mgmt	For	For	For
7	Approve to Appoint Auditor	Mgmt	For	For	For
8	Approve Completion of Raised Funds Investment Projects and Use of Remaining Funds to Replenish Working Capital	Mgmt	For	For	For
9	Approve Amendments to Articles of Association	Mgmt	For	For	For

Tata Steel Limited

Meeting Date: 05/29/2023	Country: India	Ticker: 500470
Record Date: 04/21/2023	Meeting Type: Special	
Primary Security ID: Y8547N220		

Tata Steel Limited

					Shares Voted: 28,435,785
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Material Related Party Transaction(s) with Neelachal Ispat Nigam Ltd	Mgmt	For	For	For
2	Approve Material Related Party Transaction(s) with Tata Steel Long Products Limited	Mgmt	For	For	For
3	Approve Material Related Party Transaction(s) with Jamshedpur Continuous Annealing & Processing Company Private Limited	Mgmt	For	For	For
4	Approve Material Related Party Transaction(s) with Tata BlueScope Steel Private Limited	Mgmt	For	For	For
5	Approve Material Related Party Transaction(s) with The Tinplate Company of India Ltd	Mgmt	For	For	For
6	Approve Material Related Party Transaction(s) with TM International Logistics Limited	Mgmt	For	For	For
7	Approve Material Related Party Transaction(s) with Tata Metaliks Ltd	Mgmt	For	For	For
8	Approve Material Related Party Transaction(s) with The Tata Power Company Limited	Mgmt	For	For	For
9	Approve Material Related Party Transaction(s) with The Indian Steel and Wire Products Ltd	Mgmt	For	For	For
10	Approve Material Related Party Transaction(s) with Tata International Limited	Mgmt	For	For	For
11	Approve Material Related Party Transaction(s) between TS Global Procurement Company Pte Ltd and Neelachal Ispat Nigam Ltd	Mgmt	For	For	For
12	Approve Material Related Party Transaction(s) between TS Global Procurement Company Pte Ltd and Tata International Singapore Pte. Limited	Mgmt	For	For	For
13	Approve Material Related Party Transaction(s) between TS Global Procurement Company Pte Ltd and Tata NYK Shipping Pte. Ltd	Mgmt	For	For	For
14	Approve Material Related Party Transaction(s) between Tata Steel Ijmuiden BV and Wupperman Staal Nederland BV	Mgmt	For	For	For

Meeting Date: 05/30/2023
Record Date: 04/27/2023
Primary Security ID: Y15010104

Country: China Meeting Type: Annual Ticker: 386

					Shares Voted: 3,820,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Report of the Board of Directors of Sinopec Corp.	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this emitter, and it is considered not to be taking climate change to the company and the larg targets for its own operations and electricity own operations and electricity consumption	the minimum steps ne er economy: * The con consumption (Scopes	eeded to understand, assess, npany has not set any mid-te	and mitigate risks related to erm GHG emission reduction	
2	Approve Report of the Board of Supervisors of Sinopec Corp.	Mgmt	For	For	For
	Voting Policy Rationale: In the absence of an and statutory reports, a vote FOR these reso		rning the company's audited	accounts, financial statement	ts,
3	Approve Audited Financial Reports	Mgmt	For	For	For
	Voting Policy Rationale: In the absence of an and statutory reports, a vote FOR these reso	,	ning the company's audited	accounts, financial statement	ts,
4	Approve Profit Distribution Plan of Sinopec Corp.	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re an opportunity for shareholders to realize th			ion of dividends would provid	le
5	Approve Interim Profit Distribution Plan of Sinopec Corp.	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re an opportunity for shareholders to realize th			ion of dividends would provid	le
6	Approve KPMG Huazhen LLP and KPMG as External Auditors of Sinopec Corp. and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Elect LV Lianggong as Director	Mgmt	For	For	For
8	Approve Reduction of the Registered Capital and Amend Articles of Association	Mgmt	For	For	For
9	Authorize Board to Determine the Proposed Plan for Issuance of Debt Financing Instrument(s)	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this issuance of debt financing instruments.	resolution is warrante	d given the limited disclosure	e regarding the proposed	
10	Approve Grant to the Board a General Mandate to Issue New Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	Mgmt	For	Against	Against

than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.

Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Grant to the Board a General Mandate to Buy Back Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	Mgmt	For	For	For
12	Approve Satisfaction of the Conditions of the Issuance of A Shares to Target Subscribers	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business devel price is reasonable as it is equal to the 20-da Benchmark Date, and the valuation of the co peers. * The private placement of A shares v	lopment in relation to c ay average trading price ompany's shares based	clean energy and high value-ad e of the company's A shares pr l on the issue price is in line wit	ded materials. * The issue receding the Pricing	
	RESOLUTIONS REGARDING THE PLAN OF THE PROPOSED ISSUANCE OF A SHARES	Mgmt			
13.01	Approve Type and Par Value of Shares to be Issued	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re- would support the company's business devel price is reasonable as it is equal to the 20-da Benchmark Date, and the valuation of the co peers. * The private placement of A shares v	lopment in relation to c ay average trading price ompany's shares based	clean energy and high value-ad e of the company's A shares pr l on the issue price is in line wit	ded materials. * The issue receding the Pricing	
13.02	Approve Manner and Timing of Issuance	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business devel price is reasonable as it is equal to the 20-da Benchmark Date, and the valuation of the co peers. * The private placement of A shares v	lopment in relation to c ay average trading price ompany's shares based	clean energy and high value-ad e of the company's A shares pr l on the issue price is in line wit	ded materials. * The issue receding the Pricing	
13.03	Approve Subscriber and Manner of Subscription	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re- would support the company's business devel price is reasonable as it is equal to the 20-da Benchmark Date, and the valuation of the co peers. * The private placement of A shares v	lopment in relation to c ay average trading price ompany's shares based	lean energy and high value-ad e of the company's A shares pr on the issue price is in line wit	ded materials. * The issue receding the Pricing	
13.04	Approve Pricing Benchmark Date, Issue Price and Pricing Principles	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re- would support the company's business devel price is reasonable as it is equal to the 20-da Benchmark Date, and the valuation of the co peers. * The private placement of A shares w	lopment in relation to c ay average trading pric ompany's shares based	clean energy and high value-ad e of the company's A shares pr ' on the issue price is in line wit	ded materials. * The issue receding the Pricing	
13.05	Approve Number of Shares to be Issued	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re- would support the company's business devel price is reasonable as it is equal to the 20-da Benchmark Date, and the valuation of the co peers. * The private placement of A shares v	lopment in relation to c ay average trading price ompany's shares based	clean energy and high value-ad e of the company's A shares pr l on the issue price is in line wit	ded materials. * The issue receding the Pricing	
13.06	Approve Lock-up Period	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business devel price is reasonable as it is equal to the 20-da Benchmark Date, and the valuation of the co peers. * The private placement of A shares v	lopment in relation to c ay average trading price ompany's shares based	clean energy and high value-ad e of the company's A shares pr l on the issue price is in line wit	ded materials. * The issue receding the Pricing	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.07	Approve Amount and Use of Proceeds	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these of would support the company's business deve price is reasonable as it is equal to the 20-0 Benchmark Date, and the valuation of the c peers. * The private placement of A shares	elopment in relation to lay average trading pri company's shares based	clean energy and high value-a ce of the company's A shares p d on the issue price is in line w	dded materials. * The issue preceding the Pricing	
13.08	Approve Place of Listing	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business deve price is reasonable as it is equal to the 20-o Benchmark Date, and the valuation of the c peers. * The private placement of A shares	elopment in relation to lay average trading pri company's shares based	clean energy and high value-a ce of the company's A shares p d on the issue price is in line w	dded materials. * The issue preceding the Pricing	
13.09	Approve Arrangement of Accumulated Undistributed Profits	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business deve price is reasonable as it is equal to the 20-o Benchmark Date, and the valuation of the c peers. * The private placement of A shares	elopment in relation to lay average trading pri company's shares based	clean energy and high value-a ce of the company's A shares p d on the issue price is in line w	dded materials. * The issue preceding the Pricing	
13.10	Approve Validity Period	Mgmt	For	For	For
14	would support the company's business deve price is reasonable as it is equal to the 20-o Benchmark Date, and the valuation of the c peers. * The private placement of A shares Approve Proposed Issuance of A Shares	ay average trading pri ompany's shares based will not excessively dil Mgmt	ce of the company's A shares p d on the issue price is in line w ute existing shareholders. For	preceding the Pricing with the valuation of its indus For	<i>stry</i> For
	Voting Policy Rationale: A vote FOR these ro would support the company's business deve price is reasonable as it is equal to the 20-a Benchmark Date, and the valuation of the c peers. * The private placement of A shares	elopment in relation to lay average trading pri company's shares based	clean energy and high value-a ce of the company's A shares p d on the issue price is in line w	ndded materials. * The issue preceding the Pricing	
15	Approve Demonstration and Analysis Report on the Plan of the Proposed Issuance of A Shares	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business deve price is reasonable as it is equal to the 20-o Benchmark Date, and the valuation of the c peers. * The private placement of A shares	elopment in relation to lay average trading pri company's shares based	clean energy and high value-a ce of the company's A shares p d on the issue price is in line w	dded materials. * The issue preceding the Pricing	
16	Approve Connected Transaction Involved in Proposed Issuance of A Shares	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business deve price is reasonable as it is equal to the 20-o Benchmark Date, and the valuation of the c peers. * The private placement of A shares	elopment in relation to lay average trading pri company's shares based	clean energy and high value-a ce of the company's A shares p d on the issue price is in line w	dded materials. * The issue preceding the Pricing	
17	Approve Conditional Subscription Agreement	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business deve price is reasonable as it is equal to the 20-o Benchmark Date, and the valuation of the c peers. * The private placement of A shares	elopment in relation to lay average trading pri company's shares based	clean energy and high value-a ce of the company's A shares p d on the issue price is in line w	ndded materials. * The issue preceding the Pricing	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Feasibility Report on the Use of Proceeds Raised from the Proposed Issuance of A Shares	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business deve price is reasonable as it is equal to the 20-d Benchmark Date, and the valuation of the co peers. * The private placement of A shares	lopment in relation to ay average trading pl ompany's shares base	o clean energy and high value-a rice of the company's A shares p ed on the issue price is in line w	ndded materials. * The issue preceding the Pricing	try
19	Approve Dilution of Current Returns by the Proposed Issuance of A Shares, Remedial Measures and the Commitments of Related Entities	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business deve price is reasonable as it is equal to the 20-d Benchmark Date, and the valuation of the co peers. * The private placement of A shares	lopment in relation to ay average trading pl ompany's shares base	o clean energy and high value-a rice of the company's A shares p ed on the issue price is in line w	ndded materials. * The issue preceding the Pricing	try
20	Approve Dividend Distribution and Return Plan for Shareholders for the Next Three Years (2023-2025)	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business deve price is reasonable as it is equal to the 20-d Benchmark Date, and the valuation of the co peers. * The private placement of A shares	lopment in relation to ay average trading pl ompany's shares base	o clean energy and high value-a rice of the company's A shares p ed on the issue price is in line w	ndded materials. * The issue preceding the Pricing	try
21	Authorize Board to Handle All Matters in Relation to the Proposed Issuance of A Shares	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business deve price is reasonable as it is equal to the 20-d Benchmark Date, and the valuation of the co peers. * The private placement of A shares	lopment in relation to ay average trading pl ompany's shares base	o clean energy and high value-a rice of the company's A shares p ed on the issue price is in line w	ndded materials. * The issue preceding the Pricing	try
22	Authorize Board to Amend Articles of Association in Accordance with the Situation of the Proposed Issuance of A Shares	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re would support the company's business deve price is reasonable as it is equal to the 20-d Benchmark Date, and the valuation of the co peers. * The private placement of A shares	lopment in relation to ay average trading pl ompany's shares base	o clean energy and high value-a rice of the company's A shares p ed on the issue price is in line w	ndded materials. * The issue preceding the Pricing	try

China Petroleum & Chemical Corp.

Descrid Dates 04/27/2022		
Record Date: 04/27/2023	Meeting Type: Special	
Primary Security ID: Y15010104		

					Shares Voted: 3,820,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	CLASS MEETING FOR HOLDERS OF H	Mgmt				

CLASS MEETING FOR HOLDERS OF H I SHARES

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Grant to the Board a General Mandate to Buy Back Domestic Shares and/or Overseas-Listed Foreign Shares of Sinopec Corp.	Mgmt	For	For	For

Eneti Inc.

Meeting Date: 05/30/2023	Country: Marshall Isl	Ticker: NETI	
Record Date: 04/10/2023	Meeting Type: Annual		
Primary Security ID: Y2294C107			

					Shares Voted: 158,625	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Emanuele A. Lauro	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the d	irector nominees is warra	nted.			
1.2	Elect Director Roberto Giorgi	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the d	irector nominees is warra	nted.			
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	

Polymetal International Plc

Meeting Date: 05/30/2023	Country: Jersey	Ticker: POLY
Record Date: 05/25/2023	Meeting Type: Special	
Primary Security ID: G7179S101		

					Shares Voted: 645,475	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Re-domiciliation to the AIFC (Kazakhstan)	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST th proposed re-domiciliation do not outweigh			and economic benefits of the		
2	Approve Conversion of Ordinary Shares of No Par Value to Ordinary Shares of 0.03 USD Each	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST th proposed re-domiciliation do not outweigh			and economic benefits of the		
3	Adopt New Articles of Association	Mgmt	For	Against	For	

Voting Policy Rationale: A vote AGAINST these items is considered warranted: * The rationale and economic benefits of the proposed re-domiciliation do not outweigh the adverse impact to shareholder rights.

ASR Nederland NV

Meeting Date: 05/31/2023 Record Date: 05/03/2023 Primary Security ID: N0709G103 Country: Netherlands Meeting Type: Annual Ticker: ASRNL

					Shares Voted: 37,558
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			
	Voting Policy Rationale: No vote is required	for this item.			
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
	Voting Policy Rationale: No vote is required	for this item.			
2.c	Discussion on Company's Corporate Governance Structure	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
3.a	Amend Remuneration Policy for Executive Board	Mgmt	For	For	For
3.b	Approve Remuneration of the Chairman of the Executive Board	Mgmt	For	For	For
3.c	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
4.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.c	Approve Dividends	Mgmt	For	For	For
5.a	Approve Discharge of Management Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra controversies that the management board a				g
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra controversies that the management board a				g
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this provolume and duration.	posal is warranted bec	ause it is in line with commor	nly used safeguards regardin	g
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this provolume and duration.	posal is warranted bec	ause it is in line with common	nly used safeguards regardin	g
6.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7.a	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For

ASR Nederland NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
8	Announce Intention to Reappoint Ingrid de Swart to Executive Board	Mgmt				
9.a	Reelect Gisella Van Vollenhoven to Supervisory Board	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these of exceeding four years; * The candidates app no known controversy concerning the cand	pear to possess the nece		,	is	
9.b	Reelect Gerard Van Olphen to Supervisory Board	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these of exceeding four years; * The candidates app no known controversy concerning the cand	pear to possess the nece		,	is	
10	Allow Questions	Mgmt				
11	Close Meeting	Mgmt				

MediaTek, Inc.

Meeting Date: 05/31/2023	Country: Taiwan	Ticker: 2454
Record Date: 03/31/2023	Meeting Type: Annual	
Primary Security ID: Y5945U103		

					Shares Voted: 3,076,507	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	
2	Approve Profit Distribution	Mgmt	For	For	For	
3	Approve Amendments to Articles of Association	Mgmt	For	For	For	
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect Syaru Shirley Lin, with ID NO.A222291XXX, as Independent Director	Mgmt	For	For	For	
5	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For	

B3 SA-Brasil, Bolsa, Balcao

Meeting Date: 06/01/2023	Country: Brazil	Ticker: B3SA3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P1909G107		

B3 SA-Brasil, Bolsa, Balcao

					Shares Voted: 16,590,900		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. An ABSTAIN vote recommendation is warranted for Item 1 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. In light of the lack of known concerns regarding the proposed management nominees, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 100 percent level of independence (Items 4 and 5.1-5.11).						
2	Elect Directors	Mgmt	For	For	For		
3	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against		
	If Voting FOR on Item 4, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt					
4	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	For	For		
	Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. An ABSTAIN vote recommendation is warranted for Item 1 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. In light of the lack of known concerns regarding the proposed management nominees, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 100 percent level of independence (Items 4 and 5.1-5.11).						
5.1	Percentage of Votes to Be Assigned - Elect Ana Dolores Moura Carneiro de Novaes as Independent Director	Mgmt	None	For	For		
	Voting Policy Rationale: Under these items, to for the election of directors under the terms of remote voting card issued by the Brazilian Se companies. An ABSTAIN vote recommendation director in a timely manner recording a curry	of Article 141 of the B ocurities Regulator (CV on is warranted for Ite	razilian Corporate Law, in accord (M), and mandatory for all public m 1 in the absence of publicly-a	lance with the rules of the ly-traded Brazilian vailable information,	•		

companies. An ABSTAIN vote recommendation is warranted for Item 1 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders. In light of the lack of known concerns regarding the proposed management nominees, and in the absence of competing nominees (greater number of candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 100 percent level of independence (Items 4 and 5.1-5.11).

B3 SA-Brasil, Bolsa, Balcao

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Percentage of Votes to Be Assigned - Elect Antonio Carlos Quintella as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendat disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR to recommended in light of the 100 percent lev				
5.3	Percentage of Votes to Be Assigned - Elect Caio Ibrahim David as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendat disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR to recommended in light of the 100 percent lev	of Article 141 of the ecurities Regulator (ion is warranted for 1 mulative voting requ ent nominees, and in the equal distribution	Brazilian Corporate Law, in acco CVM), and mandatory for all pub Item 1 in the absence of publicly test presented by shareholders, the absence of competing nomi- of votes among the proposed in	ordance with the rules of the vlicly-traded Brazilian v-available information, In light of the lack of known inees (greater number of	
5.4	Percentage of Votes to Be Assigned - Elect Claudia de Souza Ferris as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendat disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR to recommended in light of the 100 percent lev	of Article 141 of the ecurities Regulator (ion is warranted for 1 mulative voting requ ent nominees, and in the equal distribution	Brazilian Corporate Law, in acco CVM), and mandatory for all pub Item 1 in the absence of publicly rest presented by shareholders. the absence of competing nomi- of votes among the proposed n	ordance with the rules of the vicly-traded Brazilian v-available information, In light of the lack of known inees (greater number of	
5.5	Percentage of Votes to Be Assigned - Elect Claudia Farkouh Prado as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendat disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t recommended in light of the 100 percent lev	of Article 141 of the ecurities Regulator (ion is warranted for 1 mulative voting requ ent nominees, and in the equal distribution	Brazilian Corporate Law, in acco CVM), and mandatory for all pub Item 1 in the absence of publicly test presented by shareholders. the absence of competing nomi- of votes among the proposed in	ordance with the rules of the vlicly-traded Brazilian v-available information, In light of the lack of known inees (greater number of	
5.6	Percentage of Votes to Be Assigned - Elect Cristina Anne Betts as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, for the election of directors under the terms remote voting card issued by the Brazilian S companies. An ABSTAIN vote recommendat disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme	of Article 141 of the ecurities Regulator (ion is warranted for 1 mulative voting requ	Brazilian Corporate Law, in acco CVM), and mandatory for all pub Item 1 in the absence of publicly lest presented by shareholders. the absence of competing nomi	ordance with the rules of the licly-traded Brazilian -available information, In light of the lack of known	

candidates than board seats), support FOR the equal distribution of votes among the proposed management nominees is recommended in light of the 100 percent level of independence (Items 4 and 5.1-5.11).

B3 SA-Brasil, Bolsa, Balcao

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.7	Percentage of Votes to Be Assigned - Elect Florian Bartunek as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian Se companies. An ABSTAIN vote recommendati disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t recommended in light of the 100 percent lev				
5.8	Percentage of Votes to Be Assigned - Elect Guilherme Affonso Ferreira as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian Se companies. An ABSTAIN vote recommendati disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t recommended in light of the 100 percent lev	of Article 141 of the ecurities Regulator (on is warranted for 1 mulative voting requ ent nominees, and in he equal distribution	Brazilian Corporate Law, in acco CVM), and mandatory for all pub- tem 1 in the absence of publicly rest presented by shareholders. the absence of competing nom of votes among the proposed r	ordance with the rules of the blicly-traded Brazilian y-available information, In light of the lack of known inees (greater number of	
5.9	Percentage of Votes to Be Assigned - Elect Mauricio Machado de Minas as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, the for the election of directors under the terms remote voting card issued by the Brazilian Se companies. An ABSTAIN vote recommendation disclosed in a timely manner, regarding a cur- concerns regarding the proposed management candidates than board seats), support FOR to recommended in light of the 100 percent leve	of Article 141 of the ecurities Regulator (on is warranted for 1 mulative voting requ ent nominees, and in he equal distribution	Brazilian Corporate Law, in acco CVM), and mandatory for all pub- tem 1 in the absence of publicly rest presented by shareholders. the absence of competing nom of votes among the proposed r	ordance with the rules of the blicly-traded Brazilian y-available information, In light of the lack of known inees (greater number of	
5.10	Percentage of Votes to Be Assigned - Elect Pedro Paulo Giubbina Lorenzini as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian Se companies. An ABSTAIN vote recommendati disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t recommended in light of the 100 percent lev	of Article 141 of the ecurities Regulator (ion is warranted for 1 mulative voting requ ent nominees, and in he equal distribution	Brazilian Corporate Law, in acco CVM), and mandatory for all pub tem 1 in the absence of publicly test presented by shareholders. the absence of competing nom of votes among the proposed r	ordance with the rules of the blicly-traded Brazilian y-available information, In light of the lack of known inees (greater number of	
5.11	Percentage of Votes to Be Assigned - Elect Rodrigo Guedes Xavier as Independent Director	Mgmt	None	For	For
	Voting Policy Rationale: Under these items, t for the election of directors under the terms remote voting card issued by the Brazilian Se companies. An ABSTAIN vote recommendati disclosed in a timely manner, regarding a cu concerns regarding the proposed manageme candidates than board seats), support FOR t	of Article 141 of the ecurities Regulator (ion is warranted for 1 mulative voting requ ent nominees, and in he equal distribution	Brazilian Corporate Law, in acco CVM), and mandatory for all pub- tem 1 in the absence of publicly est presented by shareholders. the absence of competing nom of votes among the proposed r	ordance with the rules of the blicly-traded Brazilian y-available information, In light of the lack of known inees (greater number of	

recommended in light of the 100 percent level of independence (Items 4 and 5.1-5.11).

Samsonite International S.A.

Meeting Date: 06/01/2023 Record Date: 05/25/2023 Primary Security ID: L80308106 Country: Luxembourg Meeting Type: Annual Ticker: 1910

					Shares Voted: 1,954,800			
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 Allocation of Results	Mgmt	For	For	For			
3.1	Elect Kyle Francis Gendreau as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.						
3.2	Elect Tom Korbas as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.						
3.3	Elect Ying Yeh as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.						
4	Renew Mandate Granted to KPMG Luxembourg as Statutory Auditor and Authorize Board Fix Their Remuneration from the Financial Year Starting January 1, 2024	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these p firms, their remuneration, and the way the c		given the absence of any k	nown issues concerning the au	ıdit			
5	Approve KPMG LLP as External Auditor and Authorize Board Fix Their Remuneration	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.							
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For			
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For			
8	Approve Grant of Restricted Share Units to Kyle Francis Gendreau Pursuant to the Share Award Scheme	Mgmt	For	For	For			
9	Approve Discharge Granted to the Directors and Statutory Auditor	Mgmt	For	For	For			
10	Approve Remuneration of Directors	Mgmt	For	For	For			
11	Authorize Board to Fix the Remuneration of KPMG Luxembourg	Mgmt	For	For	For			

Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.

Samsonite International S.A.

Meeting Date: 06/01/2023 Record Date: 05/25/2023

Primary Security ID: L80308106

Country: Luxembourg Meeting Type: Extraordinary Shareholders Ticker: 1910

					Shares Voted: 1,954,800		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Modification of Article 11 (Audit) of the Articles of Incorporation	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re the company's actual circumstances, will bri the company, are deemed non-contentious changes.	ing the company's Artic	cles in line with the updated r	ules and regulations that go			
2	Approve Modification of 13.2 of the Articles of Incorporation	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re the company's actual circumstances, will bri the company, are deemed non-contentious of changes.	ing the company's Artic	cles in line with the updated r	ules and regulations that go			
3	Approve Modification of 13.18 of the Articles of Incorporation	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposed amendments are made on the basis of the company's actual circumstances, will bring the company's Articles in line with the updated rules and regulations that govern the company, are deemed non-contentious in nature, and in the absence of any known concerns regarding the proposed changes.						
4	Approve Adoption of the New Numbering of the Articles	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposed amendments are made on the basis of the company's actual circumstances, will bring the company's Articles in line with the updated rules and regulations that govern the company, are deemed non-contentious in nature, and in the absence of any known concerns regarding the proposed changes.						

SolarEdge Technologies, Inc.

Meeting Date: 06/01/2023	Country: USA	Ticker: SEDG
Record Date: 04/03/2023	Meeting Type: Annual	
Primary Security ID: 83417M104		

					Shares Voted: 5,340	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1a	Elect Director Marcel Gani	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warran	nted.			
1b	Elect Director Tal Payne	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warran	nted.			
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	

SolarEdge Technologies, Inc.

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	Declassify the Board of Directors	Mgmt	For	For	For	
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For	
7	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For	

Absa Group Ltd.

Meeting Date: 06/02/2023	Country: South Africa	Ticker: ABG
Record Date: 05/26/2023	Meeting Type: Annual	
Primary Security ID: S0270C106		

					Shares Voted: 5,266,516		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Reappoint KPMG inc as Auditors with Heather Berrange as the Designated Auditor	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these it	tems is warranted: * No	o specific concerns have bee	en identified at the Company.			
2	Reappoint PricewaterhouseCoopers Inc. as Auditors with John Bennett as the Designated Auditor	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these it	tems is warranted: * No	o specific concerns have bee	en identified at the Company.			
3.1	Re-elect Alex Darko as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for re-election at this AGM.						
3.2	Re-elect Francis Okomo-Okello as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for re-election at this AGM.						
3.3	Re-elect Jason Quinn as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for re-election at this AGM.						
3.4	Re-elect Nonhlanhla Mjoli-Mncube as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for re-election at this AGM.						
3.5	Re-elect Tasneem Abdool-Samad as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these it	tems is warranted: * Al	though some governance is	sues have been identified, the	pse		

Voting Policy Rationale: A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for re-election at this AGM.

Absa Group Ltd.

Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Re-elect Alex Darko as Member of the Group Audit and Compliance Committee	Mgmt	For	For	For
	Voting Policy Rationale: Items 4.1-4.2 and 4 and Compliance Committee are independen non-independent as he previously served as the King IV recommendations.	t. Item 4.3 A vote AG	AINST this item is warranted:	* * René van Wyk is considere	d
4.2	Re-elect Daisy Naidoo as Member of the Group Audit and Compliance Committee	Mgmt	For	For	For
	Voting Policy Rationale: Items 4.1-4.2 and 4 and Compliance Committee are independen non-independent as he previously served as the King IV recommendations.	t. Item 4.3 A vote AG	AINST this item is warranted:	* René van Wyk is considere	d
4.3	Re-elect Rene van Wyk as Member of the Group Audit and Compliance Committee	Mgmt	For	Against	Against
	Voting Policy Rationale: Items 4.1-4.2 and 4 and Compliance Committee are independen non-independent as he previously served as the King IV recommendations.	t. Item 4.3 A vote AG	AINST this item is warranted:	* René van Wyk is considere	d
4.4	Re-elect Swithin Munyantwali as Member of the Group Audit and Compliance Committee	Mgmt	For	For	For
	Voting Policy Rationale: Items 4.1-4.2 and 4 and Compliance Committee are independen non-independent as he previously served as the King IV recommendations.	t. Item 4.3 A vote AG	AINST this item is warranted:	* René van Wyk is considere	d
4.5	Re-elect Tasneem Abdool-Samad as Member of the Group Audit and Compliance Committee	Mgmt	For	For	For
	Voting Policy Rationale: Items 4.1-4.2 and 4 and Compliance Committee are independen non-independent as he previously served as the King IV recommendations.	t. Item 4.3 A vote AG	AINST this item is warranted:	* René van Wyk is considere	d
5	Place Authorised but Unissued Shares	Mgmt	For	For	For
	under Control of Directors				
6	Approve Remuneration Policy	Mgmt	For	For	For
6 7		Mgmt Mgmt	For For	For For	For For
	Approve Remuneration Policy Approve Remuneration	-			
7	Approve Remuneration Policy Approve Remuneration Implementation Report Approve Remuneration of	Mgmt	For	For	For

Absa Group Ltd.

Meeting Date: 06/02/2023	Country: South Africa	Ticker: ABG
Record Date: 05/26/2023	Meeting Type: Special	
Primary Security ID: S0270C106		

Absa Group Ltd.

					Shares Voted: 5,266,516		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
	Special Resolutions	Mgmt					
1	Approve Increase in Authorised Ordinary Share Capital	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these iter flexibility in the management of its share cap			ncreased			
2	Amend Memorandum of Incorporation	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these iter flexibility in the management of its share cap			ncreased			
3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	For	For		
4	Authorise Issue of Shares in Terms of Section 41(1) of the Companies Act	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted: * The issuance of shares will allow for the Proposed B-BBEE Transaction to be implemented, which is intended to benefit a broad range of B-BBEE beneficiaries from previously disadvantaged communities across South Africa and the Company's eligible staff in South Africa. It will also enhance the Company's B-BBEE credentials and assist in achieving the equity ownership targets set out in the Financial Sector Code.						
	Ordinary Resolutions	Mgmt					
1	Approve Specific Issue of Subscription Shares	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these res B-BBEE Transaction to be implemented, whic disadvantaged communities across South Afr Company's B-BBEE credentials and assist in a	h is intended to benefit a l ica and the Company's elig	broad range of B-BBEE beneficiaries from ible staff in South Africa. It will also enh	n previously pance the			
2	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For		

Grupo Financiero Banorte SAB de CV

Meeting Date: 06/02/2023	Country: Mexico	Ticker: GFNORTEO
Record Date: 05/22/2023	Meeting Type: Ordinary Shareholders	
Primary Security ID: P49501201		

					Shares Voted: 17,409,237
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Cash Dividends of MXN 7.87 Per Share	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these it 30-100 percent range of net income.	tems is warranted beca	use the company's propose	d payout falls within a reasona	ble
1.2	Approve Dividend to Be Paid on June 12, 2023	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these it 30-100 percent range of net income.	tems is warranted beca	use the company's propose	d payout falls within a reasona	ble
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Uni-President China Holdings Ltd.

Meeting Date: 06/02/2023 Record Date: 05/25/2023 Primary Security ID: G9222R106 Country: Cayman Islands Meeting Type: Annual Ticker: 220

					Shares Voted: 3,475,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Lo Chih-Hsien as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the e	lection of all nominees is	warranted.		
3b	Elect Liu Xinhua as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the e	lection of all nominees is	warranted.		
3c	Elect Chen Kuo-Hui as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the e	lection of all nominees is	warranted.		
3d	Elect Chien Chi-Lin as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the e	lection of all nominees is	warranted.		
4	Authorize Board to Fix the Remuneration of Directors	Mgmt	For	For	For
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is greater than 10 percent of the relevant not specified the discount limit for issuance	class of shares for issuar	ce for cash and non-cash		
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is greater than 10 percent of the relevant not specified the discount limit for issuance	class of shares for issuar	ce for cash and non-cash		

Uni-President China Holdings Ltd.

Meeting Date: 06/02/2023	Country: Cayman Islands	Ticker: 220
Record Date: 05/25/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: G9222R106		

Uni-President China Holdings Ltd.

					Shares Voted: 3,475,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Revised Estimated Maximum Aggregate Annual Transaction Value in Respect of the Continuing Connected Transactions Under the Framework Purchase Agreement	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these p proposals are within the ordinary and usual independent non-executive directors and in the company's shareholders.	course of the company	's business and are on norm	al commercial terms; and *	the
2	Approve 2023 Framework Purchase Agreement and Related Transactions	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these p proposals are within the ordinary and usual independent non-executive directors and in the company's shareholders.	course of the company	's business and are on norm	al commercial terms; and *	the

Varun Beverages Limited

Meeting Date: 06/02/2023	Country: India	Ticker: 540180
Record Date: 04/28/2023	Meeting Type: Special	
Primary Security ID: Y9T53H101		

					Shares Voted: 1,474,884
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Sub-Division of Equity Shares	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these liquidity of the company's shares and wou		• • • • •	,	
2	Amend Capital Clause of the Memorandum of Association Re: Sub-Division of Equity Shares	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these liquidity of the company's shares and wou				
3	Elect Abhiram Seth as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both t nominees.	he nominees is warrante	ed in the absence of any know	wn concerns regarding the	
4	Elect Anil Kumar Sondhi as Director	Mgmt	For	For	For
	Vating Palicy Patianalay A vota FOR both t	ha nominaas is warrants	d in the abcance of any kno	we concorne regarding the	

Voting Policy Rationale: A vote FOR both the nominees is warranted in the absence of any known concerns regarding the nominees.

Thoughtworks Holding, Inc.

Meeting Date: 06/05/2023 Record Date: 04/06/2023 Primary Security ID: 88546E105 Country: USA Meeting Type: Annual Ticker: TWKS

					Shares Voted: 15,432
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gina Loften	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are board committee and for failing to attend at le warranted for incumbent directors Salim Nathor requirement the pop-up supermajority vote rea classified board, each of which adversely impa	ast 75 percent of board a oo, and William Parrett gi quirement to enact certai	and committee meetings in 2022. WI wen the board's failure to remove, or in changes to the governing documer	THHOLD votes a subject to a sun nts and the	re set
1.2	Elect Director Salim Nathoo	Mgmt	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are board committee and for failing to attend at le warranted for incumbent directors Salim Natho requirement the pop-up supermajority vote rea classified board, each of which adversely impa	east 75 percent of board a oo, and William Parrett gi quirement to enact certai	and committee meetings in 2022. WI ven the board's failure to remove, or in changes to the governing documen	THHOLD votes a subject to a sun nts and the	re set
1.3	Elect Director William Parrett	Mgmt	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are board committee and for failing to attend at le warranted for incumbent directors Salim Nathor requirement the pop-up supermajority vote rea classified board, each of which adversely impa	east 75 percent of board a oo, and William Parrett gi quirement to enact certai	and committee meetings in 2022. WI ven the board's failure to remove, or in changes to the governing documer	THHOLD votes a subject to a sun nts and the	re set
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
IndusInd Ba Meeting Date: 06/06// Record Date: 04/28/20 Primary Security ID:	2023 Country: India 023 Meeting Type: Special		Ticker: 532187		
					Shares Voted: 218,487
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Reappointment and Remuneration of Sumant Kathpalia as Managing Director & Chief Executive Officer (MD&CEO)	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this resolution is warranted in view of the following concerns in the executive's remuneration: * There is no information available on Sumant Kathpalia's fixed remuneration and other remuneration arrangements as MD and CEO.

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/06/2023
Record Date: 04/07/2023
Primary Security ID: Y84629107

Country: Taiwan Meeting Type: Annual Ticker: 2330

					Shares Voted: 20,736,511
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Issuance of Restricted Stocks	Mgmt	For	For	For
3	Amend Procedures for Endorsement and Guarantees	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is w expose the company to unnecessary risks; a				
4	Amend the Name of Audit Committee in the Policies (I)Procedures for Acquisition or Disposal of Assets	Mgmt	For	For	For

Acquisition or Disposal of Assets (II)Procedures for Financial Derivatives Transactions (III)Procedures for Lending Funds to Other Parties (IV)Procedures for Endorsement and Guarantee

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/06/2023	Country: Taiwan	Ticker: 2330
Record Date: 04/06/2023	Meeting Type: Annual	
Primary Security ID: Y84629107		

				Shares Voted: 1,016,565
Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
Meeting for ADR Holders	Mgmt			
Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
Approve Issuance of Restricted Stocks	Mgmt	For	For	For
Amend Procedures for Endorsement and Guarantees	Mgmt	For	Against	For
	Meeting for ADR Holders Approve Business Operations Report and Financial Statements Approve Issuance of Restricted Stocks Amend Procedures for Endorsement	Meeting for ADR Holders Mgmt Approve Business Operations Report and Financial Statements Mgmt Approve Issuance of Restricted Stocks Mgmt Amend Procedures for Endorsement Mgmt	Proposal TextProponentRecMeeting for ADR HoldersMgmtApprove Business Operations Report and Financial StatementsMgmtForApprove Issuance of Restricted StocksMgmtForAmend Procedures for EndorsementMgmtFor	Proposal TextProponentMgmt RecPolicy RecMeeting for ADR HoldersMgmtApprove Business Operations Report and Financial StatementsMgmtForApprove Issuance of Restricted StocksMgmtForAmend Procedures for EndorsementMgmtFor

expose the company to unnecessary risks; and * The company has failed to provide a compelling rationale for such changes.

Amend the Name of Audit Committee	Mgmt	For	For	For
in the Policies (I)Procedures for				
Acquisition or Disposal of Assets				
(II)Procedures for Financial Derivatives				

Transactions (III)Procedures for Lending Funds to Other Parties (IV)Procedures for Endorsement and

Guarantee

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FTI Consulting, Inc.

Meeting Date: 06/07/2023 Record Date: 03/09/2023 Primary Security ID: 302941109 Country: USA Meeting Type: Annual Ticker: FCN

					Shares Voted: 2,274
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brenda J. Bacon	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1b	Elect Director Mark S. Bartlett	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1c	Elect Director Elsy Boglioli	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1d	Elect Director Claudio Costamagna	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1e	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1f	Elect Director Steven H. Gunby	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1g	Elect Director Gerard E. Holthaus	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1h	Elect Director Stephen C. Robinson	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
1i	Elect Director Laureen E. Seeger	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the directo	or nominees is warranted.			
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

Qualys, Inc.

Meeting Date: 06/07/2023	Country: USA	Ticker: QLYS
Record Date: 04/10/2023	Meeting Type: Annual	
Primary Security ID: 74758T303		

					Shares Voted: 3,339
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Wendy M. Pfeiffer	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR the director nominees is warranted.

Qualys, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1.2	Elect Director John Zangardi	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the director nominees is warranted.					
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	

Stem, Inc.

Meeting Date: 06/07/2023	Country: USA	Ticker: STEM
Record Date: 04/10/2023	Meeting Type: Annual	
Primary Security ID: 85859N102		

					Shares Voted: 848
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adam E. Daley	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warran	ted.		
1b	Elect Director Anil Tammineedi	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warran	ted.		
1c	Elect Director Lisa L. Troe	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the dire	ector nominees is warran	ted.		
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

BYD Company Limited

Meeting Date: 06/08/2023	Country: China	Ticker: 1211
Record Date: 06/01/2023	Meeting Type: Annual	
Primary Security ID: Y1023R104		

					Shares Voted: 552,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				

BYD Company Limited

Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
Approve Report of the Board of Directors	Mgmt	For	For	For
	,	ning the company's audited	l accounts, financial statemen	ts,
Approve Report of the Supervisory Committee	Mgmt	For	For	For
		ning the company's audited	l accounts, financial statemen	ts,
Approve Audited Financial Report	Mgmt	For	For	For
		ning the company's audited	accounts, financial statemen	ts,
Approve Annual Reports and Its Summary	Mgmt	For	For	For
	,	ning the company's audited	accounts, financial statemen	ts,
Approve Profit Distribution Plan	Mgmt	For	For	For
Approve Ernst & Young Hua Ming LLP as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
Approve Provision of Guarantees by the Group	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this regarding this proposal.	s resolution is warrante	d as the company has failed	l to disclose pertinent details	
Approve Estimated Cap of Ordinary Connected Transactions	Mgmt	For	For	For
Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	Mgmt	For	Against	Against
than 10 percent of the relevant class of shal	res for issuance for casl	5	5	
Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
than 10 percent of the relevant class of shar	res for issuance for casl	-	-	
Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	Mgmt	For	Against	Against
	Approve Report of the Board of Directors Voting Policy Rationale: In the absence of al and statutory reports, a vote FOR these rest Approve Report of the Supervisory Committee Voting Policy Rationale: In the absence of al and statutory reports, a vote FOR these rest Approve Audited Financial Report Voting Policy Rationale: In the absence of al and statutory reports, a vote FOR these rest Approve Audited Financial Report Voting Policy Rationale: In the absence of al and statutory reports, a vote FOR these rest Approve Annual Reports and Its Summary Voting Policy Rationale: In the absence of al and statutory reports, a vote FOR these rest Approve Profit Distribution Plan Approve Ernst & Young Hua Ming LLP as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration Approve Provision of Guarantees by the Group Voting Policy Rationale: A vote AGAINST this regarding this proposal. Approve Estimated Cap of Ordinary Connected Transactions Voting Policy Rationale: A vote FOR these pl proposals are within the ordinary and usual Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares Voting Policy Rationale: A vote AGAINST the than 10 percent of the relevant class of shal been specified for issuance for cash and nor Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights Voting Policy Rationale: A vote AGAINST the than 10 percent of the relevant class of shal been specified for issuance for cash and nor	Approve Report of the Board of Directors Mgmt Voting Policy Rationale: In the absence of any known issues concer and statutory reports, a vote FOR these resolutions is warranted. Approve Report of the Supervisory Mgmt Committee Voting Policy Rationale: In the absence of any known issues concer and statutory reports, a vote FOR these resolutions is warranted. Approve Audited Financial Report Mgmt Voting Policy Rationale: In the absence of any known issues concer and statutory reports, a vote FOR these resolutions is warranted. Approve Annual Reports and Its Mgmt Summary Voting Policy Rationale: In the absence of any known issues concer and statutory reports, a vote FOR these resolutions is warranted. Approve Profit Distribution Plan Mgmt Approve Profit Distribution Plan Mgmt Approve Provision of Guarantees by Mgmt Connected Transactions Mgmt Voting Policy Rationale: A vote AGAINST this resolution is warranted regarding this proposal. Approve Estimated Cap of Ordinary Mgmt Connected Transactions Mgmt Voting Policy Rationale: A vote FOR these resolutions is warranted regarding this proposal. Approve Estimated Cap of Ordinary Mgmt Preemptive Rights for Additional H Shares Voting	Proposed Text Progenent Rec Approve Report of the Board of Directors Mgmt For Voting Palay Advanate: In the absence of any known issues concerning the company's audited and statutory reports, a vote FOR these resolutions is warranted. Approve Report of the Supervisory Mgmt For Approve Report of the Supervisory Mgmt For For Committee Woting Palay Rationale: In the absence of any known issues concerning the company's audited and statutory reports, a vote FOR these resolutions is warranted. Approve Audited Financial Report Mgmt For Voting Palay Rationale: In the absence of any known issues concerning the company's audited and statutory reports, a vote FOR these resolutions is warranted. Approve Annual Reports and Its Mgmt For Approve Profit Distribution Plan Mgmt For For Voting Palay Rationale: In the absence of any known issues concerning the company's audited and statutory reports, a vote FOR these resolutions is warranted. Approve Profit Distribution Plan Mgmt For Approve Profit Distribution Plan Mgmt For For For Solid External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration Approve Provision of Guarantees by Mgmt For For	Proposel Text Programment Mgmt Programment Prot Programment Progr

impact of the possible issuance of convertible bonds on shareholders' rights and value.

BYD Company Limited

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
12	Approve Purchase of Liability Insurance for Directors, Supervisors, Senior Management and Other Related Persons and Authorize the Chairman or Its Authorized Persons to Handle All Related Matters	Mgmt	For	For	For	
13	Approve Compliance Manual in Relation to Connected Transaction	Mgmt	For	For	For	

Voting Policy Rationale: A vote FOR these proposals is warranted given the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms.

BYD Electronic (International) Company Limited

Authorize Reissuance of Repurchased

Shares

Meeting Date: 06/08/2023	Country: Hong Kong	Ticker: 285
Record Date: 06/01/2023	Meeting Type: Annual	
Primary Security ID: Y1045N107		

Charge Veted: 1 152 000

					Shares Voted: 1,152,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Elect Wang Nian-qiang as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elec	tion of all nominees is	warranted.		
5	Elect Wang Bo as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elec	tion of all nominees is	warranted.		
6	Elect Qian Jing-jie as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elec	tion of all nominees is	warranted.		
7	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cl not specified the discount limit for issuance	ass of shares for issua	nce for cash and non-cash co	55 5	
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

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

Mgmt

For

Against

Against

China Feihe Limited

Meeting Date: 06/08/2023 Record Date: 06/02/2023 Primary Security ID: G2121Q105 Country: Cayman Islands Meeting Type: Annual Ticker: 6186

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Shares Voted: 1,384,000 Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Liu Hua as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the reel concerning the nominees and the company!		-	nce of any known issues	
3b	Elect Cai Fangliang as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the reel concerning the nominees and the company		-	nce of any known issues	
3c	Elect Cheung Kwok Wah as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the reel concerning the nominees and the company		-	nce of any known issues	
3d	Elect Fan Yonghong as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the reel concerning the nominees and the company		5	nce of any known issues	
Зе	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
1	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cl not specified the discount limit for issuance	ass of shares for issual	nce for cash and non-cash co		
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cla not specified the discount limit for issuance	ass of shares for issual	nce for cash and non-cash co		

China State Construction International Holdings Limited

Meeting Date: 06/08/2023	Country: Cayman Islands	Ticker: 3311
Record Date: 06/02/2023	Meeting Type: Annual	
Primary Security ID: G21677136		

China State Construction International Holdings Limited

					Shares Voted: 1,914,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3A	Elect Zhang Haipeng as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both no	minees is warranted.			
3B	Elect Wang Xiaoguang as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both no	minees is warranted.			
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
5	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cl not specified the discount limit for issuance	ass of shares for issual	nce for cash and non-cash co		
6B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cl not specified the discount limit for issuance	ass of shares for issual	nce for cash and non-cash co		
7	Approve Amendments to the Existing Memorandum and Articles of Association and Adopt New Memorandum and Articles of Association	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/08/2023	Country: France	Ticker: SGO	
Record Date: 06/06/2023	Meeting Type: Annual/Special		
Primary Security ID: F80343100			

					Shares Voted: 2,336
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

Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

Compagnie de Saint-Gobain SA

Proposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the appr and lack of concerns.	oval of the annual acc	ounts are warranted due to t	he unqualified auditors' opini	ion
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
	Voting Policy Rationale: Votes FOR the (re)e concerns (Items 4 and 5).	lections of these indep	pendent nominees are warrar	nted in the absence of specifi	ic
5	Elect Jana Revedin as Director	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the (re)e concerns (Items 4 and 5).	lections of these indep	pendent nominees are warrar	nted in the absence of specifi	ic
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
	Voting Policy Rationale: A vote FOR this rem	uneration policy is wa	rranted because it does not r	aise any significant concern.	
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this rem	uneration policy is wa	rranted because it does not r	aise any significant concern.	
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
	Voting Policy Rationale: * Votes FOR items a guidelines for issuances with and without pr		anted as their proposed volui	mes respect the recommende	ed
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
	Voting Policy Rationale: * Votes FOR items a guidelines for issuances with and without pr		anted as their proposed volui	mes respect the recommende	ed
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
	Voting Policy Rationale: * Votes FOR items	14-18 and 20 are warr	anted as their proposed volui	mes respect the recommende	ed

Voting Policy Rationale: * Votes FOR items 14-18 and 20 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
	Voting Policy Rationale: * Votes FOR items guidelines for issuances with and without pi		anted as their proposed volu	mes respect the recommende	d
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
	Voting Policy Rationale: * Votes FOR items guidelines for issuances with and without p		anted as their proposed volu	mes respect the recommende	d
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
	Voting Policy Rationale: * Votes FOR items guidelines for issuances with and without pl		anted as their proposed volu	mes respect the recommende	d
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
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: 14,639
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

CRH Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 14,639
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Home First Finance Company India Ltd.

Meeting Date: 06/08/2023	Country: India	Ticker: 543259
Record Date: 06/01/2023	Meeting Type: Annual	
Primary Security ID: Y3269P107		

					Shares Voted: 554,242
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Maninder Singh as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 2 and 4: A vo Satwalekar is warranted given the absence of committee dynamics.		-	1 1	<u>k</u>
3	Approve Final Dividend	Mgmt	For	For	For
4	Approve Continuation of Directorship of Deepak Satwalekar as Chairman and Independent Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 2 and 4: A vo Satwalekar is warranted given the absence of committee dynamics.		-		<u> </u>
5	Approve Reappointment and Remuneration of Manoj Viswanathan as Managing Director & Chief Executive Officer	Mgmt	For	For	For
6	Approve Increase in Borrowing Powers	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted given the request is deemed reasonable in view of the company's current financial position.

Home First Finance Company India Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Pledging of Assets for Debt	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this resolu company's current financial position.	tion is warranted given the	e request is deemed reasonable in view	of the	
8	Amend Articles of Association - Board Related	Mgmt	For	For	For

PetroChina Company Limited

Meeting Date: 06/08/2023	Country: China	Ticker: 857
Record Date: 05/08/2023	Meeting Type: Annual	
Primary Security ID: Y6883Q104		

					Shares Voted: 1,210,000		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt					
1	Approve Report of the Board of Directors	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST this item is warranted because the company is a significant greenhouse gas (GHG) emitter, and it is considered not to be taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. The company has not set any mid-term GHG emission reduction targets for its own operations and electricity consumption (Scopes 1 & 2) nor any 2050 GHG emission reduction targets for its own operations and electricity consumption (Scopes 1 & 2).						
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For		
	Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
3	Approve Financial Report	Mgmt	For	For	For		
	Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.						
4	Approve Profit Distribution Scheme	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.						
5	Authorize Board to Determine the Interim Profit Distribution Scheme	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these line with applicable laws in China.	resolutions is warranted	given that these are reasona	able requests that are made in	7		
6	Approve Guarantee Scheme	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST to regarding this proposal.	his resolution is warrante	d as the company has failed	l to disclose pertinent details			
7	Approve PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Domestic and International Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For		
	ELECT DIRECTORS VIA CUMULATIVE VOTING	Mgmt					

PetroChina Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
8.1	Elect Dai Houliang as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.							
8.2	Elect Hou Qijun as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all noi and the company's board and committee of	-	n the absence of any known	n issues concerning the nomin	nees			
8.3	Elect Duan Liangwei as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nor and the company's board and committee of	-	n the absence of any known	n issues concerning the nomin	nees			
8.4	Elect Huang Yongzhang as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all noi and the company's board and committee of	-	n the absence of any known	n issues concerning the nomin	nees			
8.5	Elect Ren Lixin as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all noi and the company's board and committee of	-	n the absence of any known	n issues concerning the nomin	nees			
8.6	Elect Xie Jun as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.							
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING	Mgmt						
9.1	Elect Cai Jinyong as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all noi and the company's board and committee of	-	n the absence of any know	n issues concerning the nomin	nees			
9.2	Elect Jiang, Simon X. as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all noi and the company's board and committee of	-	n the absence of any known	n issues concerning the nomin	nees			
9.3	Elect Zhang Laibin as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all noi and the company's board and committee of	-	n the absence of any known	n issues concerning the nomin	nees			
9.4	Elect Hung Lo Shan Lusan as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all noi and the company's board and committee of	5	n the absence of any known	n issues concerning the nomin	nees			
9.5	Elect Ho Kevin King Lun as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.							
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt						
10.1	Elect Cai Anhui as Supervisor	SH	For	For	For			
	Voting Policy Rationale: A vote FOR their e nominees.	election is warranted give	en the absence of any know	n issues concerning the				
10.2	Elect Xie Haibing as Supervisor	SH	For	For	For			
	Voting Policy Rationale: A vote FOR their e	election is warranted give	en the absence of any know	n issues concerning the				

Voting Policy Rationale: A vote FOR their election is warranted given the absence of any known issues concerning the nominees.

PetroChina Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
10.3	Elect Zhao Ying as Supervisor	SH	For	For	For	
	Voting Policy Rationale: A vote FOR their ele nominees.	ection is warranted give	n the absence of any knov	vn issues concerning the		
10.4	Elect Cai Yong as Supervisor	SH	For	For	For	
	Voting Policy Rationale: A vote FOR their ele nominees.	ection is warranted give	n the absence of any knov	vn issues concerning the		-
10.5	Elect Jiang Shangjun as Supervisor	SH	For	For	For	
	Voting Policy Rationale: A vote FOR their ele nominees.	ection is warranted give	n the absence of any knov	vn issues concerning the		-
11	Approve Grant of General Mandate to the Board to Repurchase Shares	Mgmt	For	For	For	
12	Approve Grant of General Mandate to the Board to Determine and Deal with the Issue of Debt Financing Instruments	Mgmt	For	For	For	
13	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	For	For	

PetroChina Company Limited

Meeting Date: 06/08/2023	Country: China	Ticker: 857
Record Date: 05/08/2023	Meeting Type: Special	
Primary Security ID: Y6883Q104		

					Shares Voted: 1,210,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt				
1	Approve Grant of General Mandate to the Board to Repurchase Shares	Mgmt	For	For	For	

PVR INOX Limited

Meeting Date: 06/09/2023	Country: India	Ticker: 532689
Record Date: 05/05/2023	Meeting Type: Special	
Primary Security ID: Y71626108		

					Shares Voted: 3,215,937
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction

Postal Ballot

Mgmt

PVR INOX Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration and Other Terms of Appointment of Ajay Bijli as Managing Director	Mgmt	For	For	For
	Voting Policy Rationale: VOTE RECOMMEND, concerns: * The board independence norms director nominees. Also, Ajay Bijli, being an proposed remuneration structure, the variab to determine variable pay of the executives remuneration of the executives, in the event executives are the company's co-founders an from the board would likely have a material determine the variable pay have not been di align pay with performance. * No concerns I deemed reasonable and commensurate with	are not met (after IS Executive Director, se le pay is not linked w is not disclosed. * Thu of loss or inadequac, nd further, Ajay Bijli (negative impact on si sclosed, however, the nave been identified v	'S reclassification) and the exec erves as a member of the audit ith company's net profits and t ere is lack of sufficient justificat y of profits. Main reasons for su Ttem 1) is the company's Mana hareholder value. * Although the parameters to determine the with the overall quantum of esti-	cutives are non-independent committee. * As per the the exact performance targed tion for the proposed minimu upport are: * Given that the aging Director, removing the he exact performance target same, have been disclosed t	ts um m s to vo
2	Approve Remuneration and Other Terms of Appointment of Sanjeev Kumar as Executive Director	Mgmt	For	For	For
	Voting Policy Rationale: VOTE RECOMMEND, concerns: * The board independence norms director nominees. Also, Ajay Bijli, being an proposed remuneration structure, the variab to determine variable pay of the executives remuneration of the executives, in the event executives are the company's co-founders an from the board would likely have a material determine the variable pay have not been du align pay with performance. * No concerns I deemed reasonable and commensurate with	are not met (after IS Executive Director, se le pay is not linked w is not disclosed. * Thu of loss or inadequac, nd further, Ajay Bijli (negative impact on si isclosed, however, the nave been identified v	'S reclassification) and the exec erves as a member of the audit ith company's net profits and t ere is lack of sufficient justificat v of profits. Main reasons for su Ttem 1) is the company's Mana hareholder value. * Although the parameters to determine the vith the overall quantum of estu	cutives are non-independent committee. * As per the the exact performance target tion for the proposed minimu upport are: * Given that the aging Director, removing the he exact performance target same, have been disclosed t	ts um m s to vo

HDFC Bank Limited

Record Date: 05/05/2023 Meeting Type: Primary Security ID: Y3119P190	Meeting Date: 06/11/2023	Country: India	Ticker: 500180
Primary Security ID: Y3119P190	Record Date: 05/05/2023	Meeting Type: Special	
	Primary Security ID: Y3119P190		

					Shares Voted: 75,598
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Appointment and Remuneration of Kaizad Bharucha as Whole-Time Deputy Managing Director	Mgmt	For	For	For
2	Approve Appointment and Remuneration of Bhavesh Zaveri as Executive Director	Mgmt	For	For	For

Centrica Plc

Meeting Date: 06/13/2023	Country: United Kingdom	Ticker: CNA
Record Date: 06/09/2023	Meeting Type: Annual	
Primary Security ID: G2018Z143		

Centrica Plc

					Shares Voted: 1,441,3			
roposal umber	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 Chanderpreet Duggal as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	have been identified.				
5	Elect Russell O'Brien as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	have been identified.				
6	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	have been identified.				
7	Re-elect Nathan Bostock as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	have been identified.				
8	Re-elect Heidi Mottram as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	have been identified.				
9	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	have been identified.				
10	Re-elect Chris O'Shea as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	have been identified.				
11	Re-elect Amber Rudd as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these L	Directors is warranted as	s no significant concerns	have been identified.				
12	Re-elect Scott Wheway as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.							
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			
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.							
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For			

Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Centrica Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these res recommended limits.	solutions is warranted be	ecause the proposed am	ounts and durations are with	'n
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Gold Circuit Electronics Ltd.

Meeting Date: 06/14/2023	Country: Taiwan	Ticker: 2368
Record Date: 04/14/2023	Meeting Type: Annual	
Primary Security ID: Y27431108		

					Shares Voted: 1,921,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements	Mgmt	For	For	For
2	Approve Plan on Profit Distribution	Mgmt	For	For	For
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING	Mgmt			
3.1	Elect Chen, Shyr-Chyr, with Shareholder No. R103158XXX, as Independent Director	Mgmt	For	For	For

KEYENCE Corp.

Meeting Date: 06/14/2023	Country: Japan	Ticker: 6861
Record Date: 03/20/2023	Meeting Type: Annual	
Primary Security ID: J32491102		

					Shares Voted: 939	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For	
2.1	Elect Director Takizaki, Takemitsu	Mgmt	For	For	For	
2.2	Elect Director Nakata, Yu	Mgmt	For	For	For	
2.3	Elect Director Yamaguchi, Akiji	Mgmt	For	For	For	
2.4	Elect Director Yamamoto, Hiroaki	Mgmt	For	For	For	
2.5	Elect Director Nakano, Tetsuya	Mgmt	For	For	For	

KEYENCE Corp.

	posal nber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	.6	Elect Director Yamamoto, Akinori	Mgmt	For	For	For
2	.7	Elect Director Taniguchi, Seiichi	Mgmt	For	For	For
2	.8	Elect Director Suenaga, Kumiko	Mgmt	For	For	For
2	.9	Elect Director Yoshioka, Michifumi	Mgmt	For	For	For
3		Appoint Statutory Auditor Komura, Koichiro	Mgmt	For	For	For
4		Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For	For	For

Pure Storage, Inc.

Meeting Date: 06/14/2023	Country: USA	Ticker: PSTG
Record Date: 04/17/2023	Meeting Type: Annual	
Primary Security ID: 74624M102		

					Shares Voted: 13,236
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Brown	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for governance committee nominee Roxanne Taylor given the board's failure to remove, or subject to a sunset requirement, the classified board 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.				
1.2	Elect Director John "Coz" Colgrove	Mgmt	For	For	For
1.3	Voting Policy Rationale: WITHHOLD vote failure to remove, or subject to a sunset certain changes to the governing docum director nominees is warranted. Elect Director Roxanne Taylor	requirement, the classifie	ed board and the supermajority	vote requirement to enact	
	Voting Policy Rationale: WITHHOLD vote failure to remove, or subject to a sunset certain changes to the governing docum director nominees is warranted.	s are warranted for gover requirement, the classifie	rnance committee nominee Ro d board and the supermajority	xanne Taylor given the board vote requirement to enact	d's
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

Accton Technology Corp.

Meeting Date: 06/15/2023	Country: Taiwan	Ticker: 2345
Record Date: 04/14/2023	Meeting Type: Annual	
Primary Security ID: Y0002S109		

Accton Technology Corp.

Shares Voted: 282,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Report and Financial Statements	Mgmt	For	For	For
2	Approve Plan on Profit Distribution	Mgmt	For	For	For
3	Approve Amendments to Articles of Association	Mgmt	For	For	For
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed amendments, once approved, would grant chairman greater authority in making transaction decisions without any checks and balances from the board and independent directors. * The company has failed to provide a compelling rationale for such changes.

AK Medical Holdings Limited

Meeting Date: 06/15/2023	Country: Cayman Islands	Ticker: 1789
Record Date: 06/09/2023	Meeting Type: Annual	
Primary Security ID: G02014101		

					Shares Voted: 704,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	
2	Approve Final Dividend	Mgmt	For	For	For	
3a	Elect Li Zhijiang as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
3b	Elect Zhang Bin as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nor and the company's board and committee c	-	en the absence of any knov	vn issues concerning the nomin	nees	
3c	Elect Zhao Xiahong as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nor and the company's board and committee c	-	en the absence of any knov	vn issues concerning the nomin	nees	
3d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	

AK Medical Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						

Voting

Befesa SA

Meeting Date: 06/15/2023	Country: Luxembourg	Ticker: BFSA
Record Date: 06/01/2023	Meeting Type: Annual	
Primary Security ID: LOR30V103		

					Shares Voted: 171
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Board's and Auditor's Reports	Mgmt			
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this item i procedures used.	s warranted due to a lack	of concern regarding the accounts pres	ented or aud	lit
3	Approve Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this item i procedures used.	s warranted due to a lack	of concern regarding the accounts pres	ented or aud	lit
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Fixed Remuneration of Non-Executive Directors	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST is warranted because: * the proposed remuneration policy continues to raise concerns regarding the level of quantum of the total pay package, which may be up to 10x ISS peer median; * the proposed remuneration policy allows for discretionary changes to the LTI performance criteria and target corridors in exceptional cases, with no further disclosure on relevant limits with respect to potential discretionary changes; * the TSR metric under the LTI may allow for vesting for performance that is below median of the company selected peer group; and * concerns are raised with the non-financial ESG performance metric 'compliance/governance' under the STI and LTI, whether this is truly a performance metric However, this is not without noting notable improvements to the policy which includes the LTI being 100 percent performance based, no more room for discretionary awards, clearly defined environmental targets, and no longer variable rem for NEDs.

Befesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Report	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is remuneration, not allowing shareholders to excessive total package of EUR 4.4 million, total package. However, we do note that t whereas going forward there is no longer t non-executives.	o assess the stringency; , which represents an an he company provided im	* the company granted the exe nount 4.7x higher than the med nprovements in its amended rel	ecutive chairman with an dian of lead executive peer muneration policy (item 7),	
9	Renew Appointment of KPMG Luxembourg as Auditor	Mgmt	For	For	For
KE Holdi	ngs, Inc.				
Meeting Date: (06/15/2023 Country: Cayman I	slands	Ticker: 2423		
Record Date: 05	· · · · · · · · · · · · · · · · · · ·	านลไ			
Primary Securit	ry ID: G5223Y108				
					Shares Voted: 203,800
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a.1	Elect Director Tao Xu	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST n to establish a board on which a majority of is warranted.			-	
2a.2	Elect Director Wangang Xu	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST n to establish a board on which a majority of is warranted.			-	
2a.3	Elect Director Hansong Zhu	Mgmt	For	For	For
	Voting Policy Rationale: A vote AGAINST n to establish a board on which a majority of is warranted.	,	5 5	-	·
2b	Approve Remuneration of Directors	Mgmt	For	For	For
3	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the second	class of shares for issuar	nce for cash and non-cash cons		
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the second second second second of the relevant of the relevant of the second limit for issues the second sec	class of shares for issuar	nce for cash and non-cash cons		
6	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Fix Their Remuneration

KE Holdings, Inc.

Meeting Date: 06/15/2023 Record Date: 05/12/2023 Primary Security ID: G5223Y108

Country: Cayman Islands Meeting Type: Annual Ticker: 2423

					Shares Voted: 31,416		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
	Meeting for ADR Holders	Mgmt					
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For		
2a.1	Elect Director Tao Xu	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST n to establish a board on which a majority of is warranted.				-		
2a.2	Elect Director Wangang Xu	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST n to establish a board on which a majority of is warranted.				-		
2a.3	Elect Director Hansong Zhu	Mgmt	For	For	For		
	Voting Policy Rationale: A vote AGAINST non-independent director nominees Wangang Xu and Tao Xu is warranted for failing to establish a board on which a majority of the directors are independent directors. A vote FOR director nominee Hansong Zhu is warranted.						
2b	Approve Remuneration of Directors	Mgmt	For	For	For		
		Mgmt Mgmt	For For	For Against	For Against		
2b 3	Approve Remuneration of Directors Approve Issuance of Equity or Equity-Linked Securities without	Mgmt nese resolutions is warra	For anted for the following: * The nce for cash and non-cash com	Against aggregate share issuance lii	Against mit		
3	Approve Remuneration of Directors Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights <i>Voting Policy Rationale: A vote AGAINST th</i> <i>is greater than 10 percent of the relevant of</i>	Mgmt nese resolutions is warra	For anted for the following: * The nce for cash and non-cash com	Against aggregate share issuance lii	Against mit		
	Approve Remuneration of Directors Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights <i>Voting Policy Rationale: A vote AGAINST th</i> <i>is greater than 10 percent of the relevant of</i> <i>has not specified the discount limit for issue</i>	Mgmt nese resolutions is warra class of shares for issual ance for cash and non-o	For anted for the following: * The nce for cash and non-cash con cash consideration.	Against aggregate share issuance lii sideration; and * The comp	Against mit any		
3	Approve Remuneration of Directors Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights <i>Voting Policy Rationale: A vote AGAINST th</i> <i>is greater than 10 percent of the relevant of</i> <i>has not specified the discount limit for issu</i> Authorize Share Repurchase Program Authorize Reissuance of Repurchased	Mgmt hese resolutions is warra class of shares for issual ance for cash and non-o Mgmt Mgmt hese resolutions is warra class of shares for issual	For anted for the following: * The nee for cash and non-cash con cash consideration. For For anted for the following: * The nee for cash and non-cash com	Against aggregate share issuance lii isideration; and * The comp For Against aggregate share issuance lii	Against mit any For Against mit		

Meeting Date: 06/15/2023	Country: Cayman Islands	Ticker: 9999
Record Date: 05/16/2023	Meeting Type: Annual	
Primary Security ID: G6427A102		

NetEase, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Shares Voted: 173,200 Vote Instruction		
1a	Elect William Lei Ding as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the elec Hui is warranted given that a majority of the compensation, and nominating committees of Michael Leung Man Kit is warranted due	e board members are in composed of fully inde,	ndependent and that the bo pendent director. Meanwhile	ard has established audit, e, a vote AGAINST the reelect	-		
1b	Elect Grace Hui Tang as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the elect Hui is warranted given that a majority of the compensation, and nominating committees of Michael Leung Man Kit is warranted due	e board members are in composed of fully inde,	ndependent and that the bo pendent director. Meanwhile	ard has established audit, e, a vote AGAINST the reelect	-		
1c	Elect Alice Yu-Fen Cheng as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Joseph Tong Tze Kay, and Grace Tang Hui is warranted given that a majority of the board members are independent and that the board has established audit, compensation, and nominating committees composed of fully independent director. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.						
1d	Elect Joseph Tze Kay Tong as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Joseph Tong Tze Kay, and Grace Tang Hui is warranted given that a majority of the board members are independent and that the board has established audit, compensation, and nominating committees composed of fully independent director. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.						
1e	Elect Michael Man Kit Leung as Director	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Joseph Tong Tze Kay, and Grace Tang Hui is warranted given that a majority of the board members are independent and that the board has established audit, compensation, and nominating committees composed of fully independent director. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.						
2	Ratify Appointment of PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	Mgmt	For	For	For		
3	Amend Company's Amended and Restated Memorandum and Articles of Association	Mgmt	For	For	For		
	Approve Amended and Restated 2019	Mgmt	For	Against	Against		

Kuaishou Technology

Meeting Date: 06/16/2023	Country: Cayman Islands	Ticker: 1024
Record Date: 06/12/2023	Meeting Type: Annual	
Primary Security ID: G53263102		

Kuaishou Technology

					Shares Voted: 234,200
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Grant of Share Options to Cheng Yixiao	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST these company, and the limit under the 2023 Schem percent of the company's issued capital. * The periods. * The directors eligible to receive opti	e, together with other s 2023 Scheme lacks cha	hare incentive schemes of the company, llenging performance criteria and meanir	exceeds 5	ure
3.1	Adopt the 2023 Share Incentive Scheme	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST these company, and the limit under the 2023 Schem percent of the company's issued capital. * The periods. * The directors eligible to receive opti	e, together with other s 2023 Scheme lacks cha	hare incentive schemes of the company, llenging performance criteria and meanir	exceeds 5	ure
3.2	Authorize Board to Handle All Matters in Relation to the 2023 Share Incentive Scheme	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST these company, and the limit under the 2023 Schem percent of the company's issued capital. * The periods. * The directors eligible to receive opt	e, together with other si 2023 Scheme lacks cha	hare incentive schemes of the company, llenging performance criteria and meanir	exceeds 5	ure
3.3	Approve Scheme Mandate Limit in Relation to the 2023 Share Incentive Scheme	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST these company, and the limit under the 2023 Schem percent of the company's issued capital. * The periods. * The directors eligible to receive opt	e, together with other s 2023 Scheme lacks cha	hare incentive schemes of the company, llenging performance criteria and meanir	exceeds 5	ure
3.4	Approve Service Provider Sublimit in Relation to the 2023 Share Incentive Scheme	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST these company, and the limit under the 2023 Schem percent of the company's issued capital. * The periods. * The directors eligible to receive opti	e, together with other s 2023 Scheme lacks cha	hare incentive schemes of the company, llenging performance criteria and meanir	exceeds 5	ure
4	Elect Wang Huiwen as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomine	ees is warranted.			
5	Elect Huang Sidney Xuande as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomine	ees is warranted.			
6	Elect Ma Yin as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nomine	ees is warranted.			
7	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
8	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Kuaishou Technology

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the class B sha specified the discount limit for issuance for o	res for issuance for cas	h and non-cash considerati	55 5	mit	
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the class B sha specified the discount limit for issuance for o	ores for issuance for cas	h and non-cash considerati		mit	-
11	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	
12	Adopt the Twelfth Amended and Restated Memorandum and Articles of Association and Related Transactions	Mgmt	For	For	For	

Nova Ljubljanska banka dd

Meeting Date: 06/19/2023	Country: Slovenia	Ticker: NLBR
Record Date: 05/12/2023	Meeting Type: Annual	
Primary Security ID: X58782131		

					Shares Voted: 0
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt			
1	Open Meeting; Verify Quorum; Elect Meeting Chairman	Mgmt	For	For	Do Not Vote
1.1	Counterproposals by Shareholders to Item 1	SH	Against	Against	Do Not Vote
	Voting Policy Rationale: Because the conter	nt of these items is unki	nown, a vote AGAINST is recom	nmended.	
2.1	Receive Annual Report and Statutory Reports	Mgmt			
2.2	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
	Voting Policy Rationale: A vote AGAINST is the executives and failed to disclose the CE performance targets and level of achieveme payouts.	O pay ratio and employ	vee pay. * The company failed t	to disclose the retrospective	2
2.2.1	Counterproposals by Shareholders to Item 2.2	SH	Against	Against	Do Not Vote
	Voting Policy Rationale: Because the conter	nt of these items is unki	nown, a vote AGAINST is recom	nmended.	
3.1	Approve Allocation of Income and Dividends of EUR 2.75 per Share	Mgmt	For	For	Do Not Vote
3.1.1	Counterproposals by Shareholders to Item 3.1	SH	Against	Against	Do Not Vote
	Voting Policy Rationale: Because the conter	nt of these items is unk	nown. a vote AGAINST is recom	nmended.	

Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
3.2	Approve Discharge of Management Board Members	Mgmt	For	For	Do Not Vote			
	Voting Policy Rationale: Votes FOR these ite company's management and supervisory bo		· ·	is with the				
3.2.1	Counterproposals by Shareholders to Item 3.2	SH	Against	Against	Do Not Vote			
	Voting Policy Rationale: Because the conten	t of these items is unkr	oown, a vote AGAINST is recomm	ended.				
3.3	Approve Discharge of Supervisory Board Members	Mgmt	For	For	Do Not Vote			
	Voting Policy Rationale: Votes FOR these ite company's management and supervisory bo			ns with the				
3.3.1	Counterproposals by Shareholders to Item 3.3	SH	Against	Against	Do Not Vote			
	Voting Policy Rationale: Because the conten	t of these items is unkr	nown, a vote AGAINST is recomm	ended.				
4	Receive Internal Auditor's Report	Mgmt						
5.1	Elect Shrenik Dhirajlal Davda as Supervisory Board Member	Mgmt	For	For	Do Not Vote			
	Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajlal Davda (Item 5.1), Mark William Lane Richards (Item 5.2), Cvetka Selsek (Item 5.3), and Andre Marc Prudent-Toccanier (Item 5.4) are warranted because there are no concerns with the proposed composition of the board or individual directors.							
5.1.1	Counterproposals by Shareholders to Item 5.1	SH	Against	Against	Do Not Vote			
	Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.							
5.2	Elect Mark William Lane Richards as Supervisory Board Member	Mgmt	For	For	Do Not Vote			
	Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajlal Davda (Item 5.1), Mark William Lane Richards (Item 5.2), Cvetka Selsek (Item 5.3), and Andre Marc Prudent-Toccanier (Item 5.4) are warranted because there are no concerns with the proposed composition of the board or individual directors.							
5.2.1	Counterproposals by Shareholders to Item 5.2	SH	Against	Against	Do Not Vote			
	Voting Policy Rationale: Because the conten	t of these items is unkr	oown, a vote AGAINST is recomm	ended.				
5.3	Elect Cvetka Selsek as Supervisory Board Member	Mgmt	For	For	Do Not Vote			
	Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajlal Davda (Item 5.1), Mark William Lane Richards (Item 5.2), Cvetka Selsek (Item 5.3), and Andre Marc Prudent-Toccanier (Item 5.4) are warranted because there are no concerns with the proposed composition of the board or individual directors.							
5.3.1	Counterproposals by Shareholders to Item 5.3	SH	Against	Against	Do Not Vote			
	Voting Policy Rationale: Because the conten	t of these items is unkr	nown, a vote AGAINST is recomm	ended.				
5.4	Elect Andre Marc Prudent-Toccanier as Supervisory Board Member	Mgmt	For	For	Do Not Vote			
	Voting Policy Rationale: Votes FOR the elect Cvetka Selsek (Item 5.3), and Andre Marc F proposed composition of the board or indivi	Prudent-Toccanier (Item	, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,, ,					
5.4.1	Counterproposals by Shareholders to Item 5.4	SH	Against	Against	Do Not Vote			
	Voting Policy Rationale: Because the conten	t of these items is unkr	own, a vote AGAINST is recomm	ended.				

Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Terms of Remuneration of Supervisory Board Members	Mgmt	For	For	Do Not Vote
	Voting Policy Rationale: A vote FOR this res remuneration and amendments are not pro		the proposed level of supervis	ory board members'	
6.1.1	Counterproposals by Shareholders to Item 6.1	SH	Against	Against	Do Not Vote
	Voting Policy Rationale: Because the conter	nt of these items is unkr	nown, a vote AGAINST is recol	mmended.	
6.2	Amend June 15, 2020, AGM, Resolution Re: Remuneration of Supervisory Board Members	Mgmt	For	For	Do Not Vote
	Voting Policy Rationale: A vote FOR this res remuneration and amendments are not pro		the proposed level of supervis	ory board members'	
6.2.1	Counterproposals by Shareholders to Item 6.2	SH	Against	Against	Do Not Vote
	Voting Policy Rationale: Because the conter	nt of these items is unkr	nown, a vote AGAINST is recoi	nmended.	

					Shares Voted: 1,694,125
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt			
1	Open Meeting; Verify Quorum; Elect Meeting Chairman	Mgmt	For	For	For
1.1	Counterproposals by Shareholders to Item 1	SH	Against	Against	Against
	Voting Policy Rationale: Because the conten	nt of these items is unk	nown, a vote AGAINST is recom	mended.	
2.1	Receive Annual Report and Statutory Reports	Mgmt			
2.2	Approve Remuneration Report	Mgmt	For	Against	Against
2.2.1	the executives and failed to disclose the CE performance targets and level of achieveme payouts. Counterproposals by Shareholders to Item 2.2				
	Voting Policy Rationale: Because the conter	nt of these items is unk	nown, a vote AGAINST is recom	mended.	
3.1	Approve Allocation of Income and Dividends of EUR 2.75 per Share	Mgmt	For	For	For
3.1.1	Counterproposals by Shareholders to Item 3.1	SH	Against	Against	Against
	Voting Policy Rationale: Because the conter	nt of these items is unk	nown, a vote AGAINST is recom	mended.	
3.2	Approve Discharge of Management Board Members	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these its company's management and supervisory be			ems with the	
3.2.1	Counterproposals by Shareholders to Item 3.2	SH	Against	Against	Against
	Voting Policy Rationale: Because the conter	nt of these items is unk	nown, a vote AGAINST is recom	mended.	

Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.

Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
Approve Discharge of Supervisory Board Members	Mgmt	For	For	For			
			ns with the				
Counterproposals by Shareholders to Item 3.3	SH	Mgmt RecPolicy RecVote InstructionForForForForForForForForagainstAgainstAgainstAgainstAgainstAgainstAgainstAgainstAgainstForForForForavda (Item 5.1), Mark William Lane Richards (Item 5.2), .4) are warranted because there are no concerns with the forForForAgainstAgainstAgainstAgainstAgainstAgainstAgainstAgainstavda (Item 5.1), Mark William Lane Richards (Item 5.2), .4) are warranted because there are no concerns with the forForAgainstAgainstAgainstAgainstAgainstAgainstavda (Item 5.1), Mark William Lane Richards (Item 5.2), .4) are warranted because there are no concerns with the forForAgainstAgainstAgainstAgainstAgainstAgainstavda (Item 5.1), Mark William Lane Richards (Item 5.2), .4) are warranted because there are no concerns with the ter are avairanted because there are no concerns with the ter forAgainstAgainstAgainstavda (Item 5.1), Mark William Lane Richards (Item 5.2), .4) are warranted because there are no concerns with the ter forAgainstAgainstAgainstAgainstavda (Item 5.1), Mark William Lane Richards (Item 5.2), .4) are warranted because there are no concerns with the 					
Voting Policy Rationale: Because the conten	t of these items is unkn	own, a vote AGAINST is recomm	nended.				
Receive Internal Auditor's Report	Mgmt						
Elect Shrenik Dhirajlal Davda as Supervisory Board Member	Mgmt	For	For	For			
Cvetka Selsek (Item 5.3), and Andre Marc P	Prudent-Toccanier (Item						
Counterproposals by Shareholders to Item 5.1	SH	Against	Against	Against			
Voting Policy Rationale: Because the conten	t of these items is unkn	own, a vote AGAINST is recomm	nended.				
Elect Mark William Lane Richards as Supervisory Board Member	Mgmt	For	For	For			
Cvetka Selsek (Item 5.3), and Andre Marc P	Prudent-Toccanier (Item						
Counterproposals by Shareholders to Item 5.2	SH	Against	Against	Against			
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.							
Elect Cvetka Selsek as Supervisory Board Member	Mgmt	For	For	For			
Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajlal Davda (Item 5.1), Mark William Lane Richards (Item 5.2), Cvetka Selsek (Item 5.3), and Andre Marc Prudent-Toccanier (Item 5.4) are warranted because there are no concerns with the proposed composition of the board or individual directors.							
Counterproposals by Shareholders to Item 5.3	SH	Against	Against	Against			
Voting Policy Rationale: Because the conten	t of these items is unkn	own, a vote AGAINST is recomm	nended.				
Elect Andre Marc Prudent-Toccanier as Supervisory Board Member	Mgmt	For	For	For			
Cvetka Selsek (Item 5.3), and Andre Marc P	Prudent-Toccanier (Item						
Counterproposals by Shareholders to Item 5.4	SH	Against	Against	Against Against Against Against For For Item 5.2), rns with the Against Against Against For For Item 5.2), rns with the Against For For Item 5.2), rns with the Against Against Against Against Against Against Against For For Item 5.2), rns with the Against Against Against			
Voting Policy Rationale: Because the conten	t of these items is unkn	own, a vote AGAINST is recomm	nended.				
Approve Terms of Remuneration of Supervisory Board Members	Mgmt	For	For	For			
		the proposed level of supervisory	v board members'				
Counterproposals by Shareholders to	SH	Against	Against	Against			
	Approve Discharge of Supervisory Board Members Voting Policy Rationale: Votes FOR these lite company's management and supervisory bot Counterproposals by Shareholders to Item 3.3 Voting Policy Rationale: Because the content Receive Internal Auditor's Report Elect Shrenik Dhirajlal Davda as Supervisory Board Member Voting Policy Rationale: Votes FOR the elect Cvetka Selsek (Item 5.3), and Andre Marc F proposed composition of the board or individ Counterproposals by Shareholders to Item 5.1 Voting Policy Rationale: Because the content Elect Mark William Lane Richards as Supervisory Board Member Voting Policy Rationale: Votes FOR the elect Cvetka Selsek (Item 5.3), and Andre Marc F proposed composition of the board or individ Counterproposals by Shareholders to Item 5.2 Voting Policy Rationale: Votes FOR the elect Cvetka Selsek (Item 5.3), and Andre Marc F proposed composition of the board or individ Counterproposals by Shareholders to Item 5.2 Voting Policy Rationale: Votes FOR the elect Cvetka Selsek (Item 5.3), and Andre Marc F proposed composition of the board or individ Counterproposals by Shareholders to Item 5.3 Voting Policy Rationale: Votes FOR the elect Cvetka Selsek (Item 5.3), and Andre Marc F proposed composition of the board or individ Counterproposals by Shareholders to Item 5.4 Voting Policy Rationale	Approve Discharge of Supervisory Mgmt Board Members Voting Policy Rationale: Votes FOR these items are warranted, beca Counterproposals by Shareholders to SH Item 3.3 Voting Policy Rationale: Because the content of these items is unknoma Receive Internal Auditor's Report Mgmt Elect Shrenik Dhirajlal Davda as Mgmt Supervisory Board Member Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajlal Counterproposals by Shareholders to SH Item 5.1 Voting Policy Rationale: Because the content of these items is unknom proposed composition of the board or individual directors. Counterproposals by Shareholders to SH Item 5.1 Voting Policy Rationale: Because the content of these items is unknom proposed composition of the board or individual directors. Counterproposals by Shareholders to SH Item 5.1 Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajlal Cvetka Selsek (Item 5.3), and Andre Marc Prudent-Toccanier (Item proposed composition of the board or individual directors. Counterproposals by Shareholders to SH Item 5.2 Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajlal Cvetka Selsek (Item 5.3), and Andre Marc Prudent-Toccanier (Item proposed composition of the board or individual directors. Counterproposals by Shareholders to	Progonal Text Progonant Rec Approve Discharge of Supervisory Board Members Mgmt For Voting Policy Rationale: Votes FOR these items are warranted, because there are no known problem company's management and supervisory boards that occurred during the Iscal year in review. Against Counterproposals by Shareholders to Item 3.3 SH Against Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recomm Receive Internal Auditor's Report Mgmt Elect Shrenik Dhirajial Davda as Supervisory Board Member Mgmt For Supervisory Board Member SH Against Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajial Davda (Item 5.1), Mark William Creatia Selsek (Item 5.2), and Andre Marc Prudent-Toccanier (Item 5.4) are warranted because the proposed composition of the board or individual directors. Counterproposals by Shareholders to S1 SH Against Item 5.1 Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recomm Creatia Selsek (Item 5.3), and Andre Marc Prudent-Toccanier (Item 5.4) are warranted because the proposed composition of the board or individual directors. Counterproposals by Shareholders to S1 SH Against Item 5.2 Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajial Davda (Item 5.1), Mark William Creatia Selsek (Ite	Proposal Text Proponent Rec Point Point			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Amend June 15, 2020, AGM, Resolution Re: Remuneration of Supervisory Board Members	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this res remuneration and amendments are not pro		the proposed level of supervi	isory board members'	Instruction
6.2.1	Counterproposals by Shareholders to Item 6.2	SH	Against	Against	Against
	Voting Policy Rationale: Because the conter	nt of these items is unk	nown, a vote AGAINST is reco	ommended.	

Elia Group SA/NV

Meeting Date: 06/21/2023	Country: Belgium	Ticker: ELI
Record Date: 06/07/2023	Meeting Type: Extraordinary Shareholders	
rimary Security ID: B35656105	Shareholders	

					Shares Voted: 44,912
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary General Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: 7:155 of the Code of companies and associations	Mgmt			
2	Amend Articles Re: Governance Structure	Mgmt	For	For	For
3	Amend Articles Re: Merging of Nomination Committee and the Remuneration Committee	Mgmt	For	For	For

JD.com, Inc.

Meeting Date: 06/21/2023	Country: Cayman Islands	Ticker: 9618
Record Date: 05/19/2023	Meeting Type: Annual	
Primary Security ID: G8208B101		

					Shares Voted: 862,154
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Memorandum of Association and Articles of Association	Mgmt	For	For	For

JD.com, Inc.

Primary Security ID: G8208B101		
Record Date: 05/19/2023	Meeting Type: Annual	
Meeting Date: 06/21/2023	Country: Cayman Islands	Ticker: 9618

					Shares Voted: 1,102,417
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Amend Memorandum of Association and Articles of Association	Mgmt	For	For	For

PT Merdeka Copper Gold Tbk

Meeting Date: 06/21/2023	Country: Indonesia	Ticker: MDKA
Record Date: 05/29/2023	Meeting Type: Annual	
Primary Security ID: Y60132100		

					Shares Voted: 8,525,400	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	
2	Approve Allocation of Income	Mgmt	For	For	For	
3	Approve Auditors	Mgmt	For	For	For	
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	
5	Approve Share Repurchase Program	Mgmt	For	For	For	
6	Approve Report on the Use of Proceeds	Mgmt				

QIAGEN NV

Meeting Date: 06/22/2023	Country: Netherlands	Ticker: QGEN
Record Date: 05/25/2023	Meeting Type: Annual	
Primary Security ID: N72482123		

					Shares Voted: 11,954	
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	

Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

QIAGEN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warr controversies that the management board		,		
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these e exceeding four years; * The candidates ap no known controversy concerning the cand	pear to possess the nec		•	
5.b	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these e exceeding four years; * The candidates ap no known controversy concerning the cand	pear to possess the nec			
5.c	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these of exceeding four years; * The candidates ap no known controversy concerning the cand	pear to possess the nec			
5.d	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these e exceeding four years; * The candidates ap no known controversy concerning the cand	pear to possess the nec		-	
5.e	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these e exceeding four years; * The candidates ap no known controversy concerning the cand	pear to possess the nec		,	
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these e exceeding four years; * The candidates ap no known controversy concerning the cand	pear to possess the nec			
5.g	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these e exceeding four years; * The candidates ap no known controversy concerning the cand	pear to possess the nec		,	
5.h	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these e exceeding four years; * The candidates ap no known controversy concerning the cand	pear to possess the nec		,	
6.a	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these of				•
	four years; * The candidates appear to pos controversy concerning the candidates.	sess the necessary qua	ifications for board membershi	<i>,</i>	

four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.

QIAGEN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
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	
	Voting Policy Rationale: A vote FOR this pro volume (i.e. the management board would				9	
8.b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 50 percent of the issued share capital).					
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	

Whitbread Plc

Meeting Date: 06/22/2023	Country: United Kingdom	Ticker: WTB
Record Date: 06/20/2023	Meeting Type: Annual	
Primary Security ID: G9606P197		

					Shares Voted: 11,154	
Proposal 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	
	Voting Policy Rationale: A vote FOR these	e Directors is warranted a	s no significant concerns l	nave been identified.		a
5	Elect Karen Jones as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these	e Directors is warranted a	s no significant concerns l	nave been identified.		
6	Elect Cilla Snowball as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these	e Directors is warranted a	s no significant concerns l	nave been identified.		
7	Re-elect David Atkins as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these	e Directors is warranted a	s no significant concerns l	nave been identified.		
8	Re-elect Kal Atwal as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these	P Directors is warranted a	s no significant concerns l	nave heen identified.		a

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

Whitbread Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
9	Re-elect Horst Baier as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these Dire	ctors is warranted as no si	gnificant concerns have been identified			
10	Re-elect Fumbi Chima as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these Dire	ctors is warranted as no si	gnificant concerns have been identified			
11	Re-elect Adam Crozier as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these Dire	ctors is warranted as no si	gnificant concerns have been identified			
12	Re-elect Frank Fiskers as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these Dire	ctors is warranted as no si	gnificant concerns have been identified			
13	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these Dire	ctors is warranted as no si	gnificant concerns have been identified			
14	Re-elect Chris Kennedy as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these Dire	ctors is warranted as no si	gnificant concerns have been identified			
15	Re-elect Hemant Patel as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these Dire	ctors is warranted as no si	gnificant concerns have been identified			
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	
	Voting Policy Rationale: A vote FOR these reso recommended limits.	lutions is warranted becau	se the proposed amounts and duration.	s are within		
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these reso recommended limits.	lutions is warranted becau	se the proposed amounts and duration:	s are within		
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these reso recommended limits.	lutions is warranted becau	se the proposed amounts and duration.	s are within		
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	

HOYA Corp.

Meeting Date: 06/23/2023 Record Date: 03/31/2023 Primary Security ID: J22848105 Country: Japan Meeting Type: Annual Ticker: 7741

					Shares Voted: 11,400	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Yoshihara, Hiroaki	Mgmt	For	For	For	
1.2	Elect Director Abe, Yasuyuki	Mgmt	For	For	For	
1.3	Elect Director Hasegawa, Takayo	Mgmt	For	For	For	
1.4	Elect Director Nishimura, Mika	Mgmt	For	For	For	
1.5	Elect Director Sato, Mototsugu	Mgmt	For	For	For	
1.6	Elect Director Ikeda, Eiichiro	Mgmt	For	For	For	
1.7	Elect Director Hiroka, Ryo	Mgmt	For	For	For	

Mitsubishi Corp.

Meeting Date: 06/23/2023	Country: Japan	Ticker: 8058
Record Date: 03/31/2023	Meeting Type: Annual	
Primary Security ID: J43830116		

					Shares Voted: 25,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 103	Mgmt	For	For	For
2.1	Elect Director Kakiuchi, Takehiko	Mgmt	For	For	For
2.2	Elect Director Nakanishi, Katsuya	Mgmt	For	For	For
2.3	Elect Director Tanaka, Norikazu	Mgmt	For	For	For
2.4	Elect Director Kashiwagi, Yutaka	Mgmt	For	For	For
2.5	Elect Director Nochi, Yuzo	Mgmt	For	For	For
2.6	Elect Director Tatsuoka, Tsuneyoshi	Mgmt	For	For	For
2.7	Elect Director Miyanaga, Shunichi	Mgmt	For	For	For
2.8	Elect Director Akiyama, Sakie	Mgmt	For	For	For
2.9	Elect Director Sagiya, Mari	Mgmt	For	For	For
3	Appoint Statutory Auditor Murakoshi, Akira	Mgmt	For	For	For
4	Approve Performance-Based Cash Compensation Ceiling for Directors	Mgmt	For	For	For

Mitsubishi Corp.

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
5	Amend Articles to Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement	SH	Against	For	For	
	Voting Policy Rationale: A vote FOR this sha commitment covers its scope 1, 2, and 3 ca request under Item 5 is to set and disclose aligned with the goals of the Paris agreeme noted, the absence of any detailed informat category 11 (use of sold products) that repu the credibility of the company's net zero com	tegory 15 emission th a business plan with s nt. While the newly di ion about the plan wi resent approx. 94 perce	at account for up to 6 percent of hort term and mid-term greenho sclosure of the scope 3 (cat 11) th regards to the strategy addres	f its total emissions. The ouse gas emission targets GHG emissions is positivel, ssing the company's scope	3	
6	Amend Articles to Disclose Evaluation concerning Consistency between Capital Expenditures and Net Zero Greenhouse Gas Emissions by 2050 Commitment	SH	Against	For	For	
	Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The capital expenditure disclosure requested under Item 6 would help investors understand the financial risks the company is facing in a decarbonized economy where demand in oil & gas will progressively decrease. In addition, the proposal wording is deemed sufficiently accurate without being too prescriptive and should therefore not lead the company to breach any trade secrets while the requested					

annual reporting effort does not appear overly burdensome.

Resona Holdings, Inc.

Meeting Date: 06/23/2023	Country: Japan	Ticker: 8308
Record Date: 03/31/2023	Meeting Type: Annual	
Primary Security ID: J6448E106		

					Shares Voted: 225,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1.1	Elect Director Minami, Masahiro	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST company's capital misallocation.	this director nominee is wa	arranted because: * Top m	nanagement is responsible for	the	
1.2	Elect Director Ishida, Shigeki	Mgmt	For	For	For	
1.3	Elect Director Noguchi, Mikio	Mgmt	For	For	For	
1.4	Elect Director Oikawa, Hisahiko	Mgmt	For	For	For	
1.5	Elect Director Baba, Chiharu	Mgmt	For	For	For	
1.6	Elect Director Iwata, Kimie	Mgmt	For	For	For	
1.7	Elect Director Egami, Setsuko	Mgmt	For	For	For	
1.8	Elect Director Ike, Fumihiko	Mgmt	For	For	For	
1.9	Elect Director Nohara, Sawako	Mgmt	For	For	For	
1.10	Elect Director Yamauchi, Masaki	Mgmt	For	For	For	
1.11	Elect Director Tanaka, Katsuyuki	Mgmt	For	For	For	
1.12	Elect Director Yasuda, Ryuji	Mgmt	For	For	For	

STEICO SE

Meeting Date: 06/23/2023 Record Date: 06/01/2023 Primary Security ID: D7632P119 Country: Germany Meeting Type: Annual Ticker: ST5

Proposal			Mgmt	Voting Policy	Shares Voted: 19,495 Vote
Number	Proposal Text	Proponent	Rec	Rec	Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors for Fiscal Year 2022	Mgmt	For	For	For
4	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
5.1	Elect Udo Schramek to the Board of Directors	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST Udo which is a breach of market best practice. * J remuneration matters are resolved upon by t interest. * The board is considered insufficier Klass, Heinrich Koester, and Katarzyna Schra board.	in the absence of aud he full board. The pre tly gender diverse. Vo	it and remuneration committe sence of CEO Schramek on th otes AGAINST the other non-i	es, it appears that audit and he board represents a conflict ndependent nominees Juerge	t of en
5.2	Elect Katarzyna Schramek to the Board of Directors	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST Udo which is a breach of market best practice. * 1 remuneration matters are resolved upon by t interest. * The board is considered insufficien Klass, Heinrich Koester, and Katarzyna Schra board.	in the absence of aud he full board. The pre tly gender diverse. Vo	it and remuneration committe sence of CEO Schramek on th otes AGAINST the other non-i	es, it appears that audit and he board represents a conflict ndependent nominees Juerge	t of en
5.3	Elect Juergen Klass to the Board of Directors	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST Udc which is a breach of market best practice. * remuneration matters are resolved upon by t interest. * The board is considered insufficier Klass, Heinrich Koester, and Katarzyna Schra board.	in the absence of aud he full board. The pre tly gender diverse. Vo	it and remuneration committe sence of CEO Schramek on th otes AGAINST the other non-i	es, it appears that audit and he board represents a conflict ndependent nominees Juerge	t of en
5.4	Elect Heinrich Koester to the Board of Directors	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST Udd which is a breach of market best practice. * I remuneration matters are resolved upon by t interest. * The board is considered insufficier Klass, Heinrich Koester, and Katarzyna Schra board.	in the absence of aud he full board. The pre tly gender diverse. Vo	it and remuneration committe sence of CEO Schramek on th otes AGAINST the other non-i	es, it appears that audit and he board represents a conflict ndependent nominees Juerge	t of en

combined, would allow for a capital increase without preemptive rights for up to 100 percent of the issued share capital.

STEICO SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 7 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against		
	Voting Policy Rationale: Votes AGAINST the proposed authorizations are warranted because: * The issuance requests, when combined, would allow for a capital increase without preemptive rights for up to 100 percent of the issued share capital.						
8	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For		
9	Amend Articles Re: Participation of Board of Directors in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For		

Suzuki Motor Corp.

Meeting Date: 06/23/2023	Country: Japan	Ticker: 7269
Record Date: 03/31/2023	Meeting Type: Annual	
Primary Security ID: J78529138		

					Shares Voted: 20,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	
2.1	Elect Director Suzuki, Toshihiro	Mgmt	For	For	For	
2.2	Elect Director Nagao, Masahiko	Mgmt	For	For	For	
2.3	Elect Director Suzuki, Toshiaki	Mgmt	For	For	For	
2.4	Elect Director Saito, Kinji	Mgmt	For	For	For	
2.5	Elect Director Ishii, Naomi	Mgmt	For	For	For	
2.6	Elect Director Domichi, Hideaki	Mgmt	For	For	For	
2.7	Elect Director Egusa, Shun	Mgmt	For	For	For	
2.8	Elect Director Takahashi, Naoko	Mgmt	For	For	For	
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	

Will Semiconductor Co., Ltd. Shanghai

Meeting Date: 06/26/2023	Country: China	Ticker: 603501
Record Date: 06/15/2023	Meeting Type: Annual	
Primary Security ID: Y9584K103		

Will Semiconductor Co., Ltd. Shanghai

					Shares Voted: 67,065	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Report of the Board of Directors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conc	erns have been identified.		-
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conc	erns have been identified.		-
3	Approve Report on Performance of Independent Directors	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conc	erns have been identified.		
4	Approve Financial Statements	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conc	erns have been identified.		_
5	Approve Annual Report and Summary	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR is merit	ed for these routine re	esolutions because no conc	erns have been identified.		
6	Approve Profit Distribution	Mgmt	For	For	For	
7	Approve Shareholder Dividend Return Plan	Mgmt	For	For	For	
8	Approve Appointment of Auditor and Internal Control Auditor	Mgmt	For	For	For	
9	Approve Related Party Transactions	Mgmt	For	For	For	
10	Approve Application of Bank Credit Lines and Authorization to Sign Bank Loan-related Contract	Mgmt	For	For	For	
11	Approve Provision of Guarantees	Mgmt	For	For	For	
12	Approve Remuneration of Directors, Supervisors and Senior Management Members	Mgmt	For	For	For	
13	Approve Change in Registered Capital and Amendment of Articles of Association	Mgmt	For	For	For	

Baidu, Inc.

Meeting Date: 06/27/2023	Country: Cayman Islands	Ticker: 9888	
Record Date: 05/23/2023	Meeting Type: Annual		
Primary Security ID: G07034104			

					Shares Voted: 191,650
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Memorandum of Association and Articles of Association	Mgmt	For	For	For

Hainan Meilan International Airport Company Limited

Meeting Date: 06/27/2023
Record Date: 06/07/2023
Primary Security ID: Y3245V103

Country: China Meeting Type: Annual Ticker: 357

1 Approve Work Report of the Board Mgnt For For For 2 Voting Policy Rationals: While the auditors have inpulsibility to continue as a going concerr, this proposal ments shareholder, approval considering the unqualified independent audit (proor of Prinewaterbouss-Careport Time (Port Prinewaterbouss-Careport Time (Port of Prinewaterbouss-Careport Time (Port Port Port Port Prinewaterbouss-Careport Time (Port Port Port Port Prinewaterbouss-Careport Time (Port Port Port Port Port Port Port Port	Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
atterial uncertainty on the group's ability to continue as a going concern, this proposal ments shareholder approval considering the unqualified independent audit report of PricewaterhouseCoopers Zhong Tian LLP contained in the annual report. Therefore, a vote FOR this resolution is warranted. 2 Approve Work Report of the Board of Voting Policy Rationale: While the auditors have highlighted matters regarding the group's financial position which indicate a matterial uncertainty on the group's ability to continue as a going concern, this proposal ments shareholder approval considering the unqualified independent audit report of PricewaterhouseCoopers Zhong Tian LLP contained in the annual report. Therefore, a vote FOR this resolution is warranted. 3 Approve Audited Financial Statements Mgmt For For 4 Approve Audited Financial Statements Mgmt For For For 5 Approve Non-Distribution of Final Mgmt For For For 6 Approve PricewaterhouseCoopers Mgmt For For For 7 Approve PricewaterhouseCoopers Mgmt For For For For 6 Approve PricewaterhouseCoopers Mgmt For For <t< td=""><td>1</td><td>Approve Work Report of the Board</td><td>Mgmt</td><td>For</td><td>For</td><td>For</td></t<>	1	Approve Work Report of the Board	Mgmt	For	For	For
Supervisors Voting Policy Rationale: While the auditors have highlighted matters regarding the group's financial position which indicate a material uncertainty on the group's ability to continue as a going concern, this proposal merits shareholder approval considering the unqualified independent audit report of PricewaterhouseCoopers Zhong Tian LLP contained in the annual report. Therefore, a vote FOR this resolution is warranted. 3 Approve Audited Financial Statements Mgmt For For For 4 Approve Audited Financial Statements Mgmt For For For 4 Approve Audited Financial Statements Mgmt For For For 5 Approve Audited Financial Statements Mgmt For For For 5 Approve Non-Distribution of Final Mgmt For For For 6 Approve PricewaterhouseCoopers Mgmt For For For 7 Approve Non-Distribution of Final Mgmt For For For 7 Approve PricewaterhouseCoopers Mgmt For For For For 7 Approve Non-Distribution of Final Mgmt For For For For 7 Approve Pric		material uncertainty on the group's ability t considering the unqualified independent au	o continue as a going co dit report of Pricewaterh	oncern, this proposal merits	shareholder approval	,
material uncertainty on the group's ability to continue as a going concern, this proposal merits shareholder approval considering the unqualified independent audit report of PricewaterhouseCoopers Zhong Tian LLP contained in the annual report. Therefore, a vote FOR this resolution is warranted. 3 Approve Audited Financial Statements Mgmt For For For 4 Approve Non-Distribution of Final Mgmt For For For 5 Approve Non-Distribution of Final Mgmt For For For 5 Approve Annual Remuneration Mgmt For For For 6 Approve Non-Distribution of Final Mgmt For For For 7 Approve PricewaterhouseCoopers Mgmt For For For 7 Approve PricewaterhouseCoopers Mgmt For Against Against 8 Approve PricewaterhouseCoopers Mgmt For For For 7 Approve Proposals Put Forwater by Any Mgmt For Against Against 8 Approve Proposals Put Forward by Any Mgmt For Against Against 8 Approve Proposals Put Forward	2		Mgmt	For	For	For
Voting Policy Rationale: While the auditors have highlighted matters regarding the group's financial position which indicate a material uncertainty on the group's ability to continue as a going concern, this proposal merits shareholder approval considering the unqualified independent audit report of PricewaterhouseCoopers Zhong Tian LLP contained in the annual report. Therefore, a vote FOR this resolution is warranted. 4 Approve Non-Distribution of Final Mgmt For For For 5 Approve Annual Remuneration Mgmt For For For 6 Approve PricewaterhouseCoopers Mgmt For For For 7 Approve PricewaterhouseCoopers Mgmt For For For 7 Approve Proposals Put Forward by Any Mgmt For For Against 8 Approve Issuance of Equity or Mgmt For For Against 8 Approve Issuance of Equity or Mgmt For For Against 8 Approve Issuance of Equity or Homestic Shares or H Shares or H Shares Mgmt For Against 8 Approve Issuance of Equity or H Shares or H Shares or H Shares or H Shares Mgmt For Against 8 Approve Rotionale: A vote AGAINST this resolution is warranted or the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration, * The company has		material uncertainty on the group's ability t considering the unqualified independent au	o continue as a going co dit report of Pricewaterh	oncern, this proposal merits	shareholder approval	,
material uncertainty on the group's ability to continue as a going concern, this proposal merits shareholder approval considering the ungualified independent audit report of PricewaterhouseCoopers Zhong Tian LLP contained in the annual report. Therefore, a vote FOR this resolution is warranted. 4 Approve Non-Distribution of Final Mgmt For 5 Approve Non-Distribution of Final Mgmt For 6 Approve Non-Distribution of Final Mgmt For For For 7 Approve PricewaterhouseCoopers Mgmt For For For 7 Approve Proposals Put Forward by Any Authorize Board to Fix Their Remuneration Mgmt For Against Against 8 Approve Proposals Put Forward by Any Forward by Ary Preemptive Rights for Domestic Shares Mgmt For For Against Against 8 Approve Issuance of Equity or Forward by Ary Preemptive Rights for Domestic Shares Mgmt For For Against Abstain	3	Approve Audited Financial Statements	Mgmt	For	For	For
Dividend Dividend 5 Approve Annual Remuneration Proposal for Directors and Supervisors Mgmt For For For 6 Approve PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration Mgmt For For For 7 Approve Proposals Put Forward by Any Shareholder(s) Holding Three Percent or More of the Shares Entitled to Vote Mgmt For Against Against 8 Approve Issuance of Equity or Homestic Shares or H Shares Mgmt For For Against Abstain 8 Approve Issuance of Equity or H Shares Mgmt For For Against Abstain 8 Approve Issuance of Equity or H Shares Mgmt For For Against Abstain 9 Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information. Against Abstain 8 Approve Issuance of Equity or Homestic Shares or H Shares Mgmt For For Against Abstain 9 Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The comp		material uncertainty on the group's ability t considering the unqualified independent au	o continue as a going co dit report of Pricewaterh	oncern, this proposal merits	shareholder approval	,
Proposal for Directors and Supervisors6Approve PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their RemunerationMgmtFor Por Shareholder(s) Holding Three Precent or More of the Shares Entitled to VoteFor Noting Policy Rationale: A vote AGAINST this resolution is warranted giver the lack of information.Against AgainstAgainst Against8Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares or H SharesMgmtFor Por 	4		Mgmt	For	For	For
Thong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration Authorize Board to Fix Their Remuneration 7 Approve Proposals Put Forward by Any Shareholder(s) Holding Three Percent or More of the Shares Entitled to Vote For Against Against 8 Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares or H Shares Mgmt For Against Abstain 8 Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information. Against Abstain 8 Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has	5		Mgmt	For	For	For
Shareholder(s) Holding Three Percent Shareholder(s) Holding Three Percent or More of the Shares Entitled to Vote Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information. 8 Approve Issuance of Equity or Mgmt For Against Abstain Equity-Linked Securities without Preemptive Rights for Domestic Shares or H Shares Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has	6	Zhong Tian LLP as Auditors and Authorize Board to Fix Their	Mgmt	For	For	For
8 Approve Issuance of Equity or Mgmt For Against Abstain Equity-Linked Securities without Preemptive Rights for Domestic Shares Approve Issuance of Equity or Equity o	7	Shareholder(s) Holding Three Percent	Mgmt	For	Against	Against
Equity-Linked Securities without Preemptive Rights for Domestic Shares or H Shares Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has		Voting Policy Rationale: A vote AGAINST th	is resolution is warrante	d given the lack of informati	ion.	
greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has	8	Equity-Linked Securities without Preemptive Rights for Domestic Shares	Mgmt	For	Against	Abstain
		greater than 10 percent of the relevant class	s of shares for issuance	for cash and non-cash cons		
9 Other Business Mgmt For Against Against	9	Other Business	Mgmt	For	Against	Against

JD Sports Fashion Plc

Meeting Date: 06/27/2023	Country: United Kingdom	Ticker: JD
Record Date: 06/23/2023	Meeting Type: Annual	
Primary Security ID: G5144Y120		

JD Sports Fashion Plc

					Shares Voted: 201,550
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 Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Regis Schultz as Director	Mgmt	For	For	For
	Kath Smith, Bert Hoyt, Helen Ashton, Ian have been identified. Items 10-12 A vote I Higginson is warranted It is noted that the during the year under review, and the Cor engagement, we were advised that "Andre were not in post at the time of some of th but all Directors were highly devoted to th their roles." Moreover, there is no evidence	FOR the re-election/election ey have attended less that mpany did not provide an ew Higginson and Suzi W e Board and Committee I leir roles and during FY23	ion of Mahbobeh Sabetnia, Suz on 75% of the total Board and o explanation for their absences filliams joined the business dur meetings. Unfortunately, some B, all Directors devoted significa	zi Williams, and Andrew Committee meetings held s in the report. However, of ring the course of FY23 and a absences were unavoidab	on t le,
5	Re-elect Neil Greenhalgh as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 4-9, and 13 Kath Smith, Bert Hoyt, Helen Ashton, Ian have been identified. Items 10-12 A vote I Higginson is warranted It is noted that the during the year under review, and the Cor engagement, we were advised that "Andre were not in post at the time of some of th but all Directors were highly devoted to th their roles." Moreover, there is no evidence	Dyson, Angela Luger, and FOR the re-election/elect ey have attended less tha mpany did not provide an ew Higginson and Suzi W e Board and Committee I eir roles and during FY23	d Darren Shapland is warranted ion of Mahbobeh Sabetnia, Suz in 75% of the total Board and a explanation for their absences filliams joined the business dur meetings. Unfortunately, some 3, all Directors devoted significa	d as no significant concern zi Williams, and Andrew Committee meetings held s in the report. However, o ring the course of FY23 and a absences were unavoidab	s on t le,
6	Re-elect Andrew Long as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 4-9, and 13 Kath Smith, Bert Hoyt, Helen Ashton, Ian have been identified. Items 10-12 A vote I Higginson is warranted It is noted that the during the year under review, and the Cor engagement, we were advised that "Andre were not in post at the time of some of th but all Directors were highly devoted to th their roles." Moreover, there is no evidence	Dyson, Angela Luger, and FOR the re-election/elect ey have attended less tha mpany did not provide an ew Higginson and Suzi W e Board and Committee I eir roles and during FY2:	d Darren Shapland is warranted ion of Mahbobeh Sabetnia, Suz in 75% of the total Board and a explanation for their absenced illiams joined the business dur meetings. Unfortunately, some 3, all Directors devoted significa	d as no significant concern zi Williams, and Andrew Committee meetings held s in the report. However, o ring the course of FY23 and absences were unavoidab	s on t le,

Kath Smith, Bert Hoyt, Helen Ashton, Ian Dyson, Angela Luger, and Darren Shapland is warranted as no significant concerns have been identified. Items 10-12 A vote FOR the re-election/election of Mahbobeh Sabetnia, Suzi Williams, and Andrew Higginson is warranted It is noted that they have attended less than 75% of the total Board and Committee meetings held during the year under review, and the Company did not provide an explanation for their absences in the report. However, on engagement, we were advised that "Andrew Higginson and Suzi Williams joined the business during the course of FY23 and were not in post at the time of some of the Board and Committee meetings. Unfortunately, some absences were unavoidable, but all Directors were highly devoted to their roles and during FY23, all Directors devoted significantly more time than usual to their roles." Moreover, there is no evidence of a longer-term attendance issue at this time.

JD Sports Fashion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Bert Hoyt as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 4-9, and 13 Kath Smith, Bert Hoyt, Helen Ashton, Ian have been identified. Items 10-12 A vote Higginson is warranted It is noted that the during the year under review, and the Cou engagement, we were advised that "Andra were not in post at the time of some of th but all Directors were highly devoted to the their roles." Moreover, there is no evidence	Dyson, Angela Luger, an FOR the re-election/elect ey have attended less tha mpany did not provide ar ew Higginson and Suzi W e Board and Committee reir roles and during FY2.	d Darren Shapland is warranted ion of Mahbobeh Sabetnia, Suz on 75% of the total Board and o explanation for their absenced filliams joined the business dur meetings. Unfortunately, some 3, all Directors devoted significa	d as no significant concerns zi Williams, and Andrew Committee meetings held s in the report. However, co ring the course of FY23 and a absences were unavoidabi	on le,
9	Re-elect Helen Ashton as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 4-9, and 13 Kath Smith, Bert Hoyt, Helen Ashton, Ian have been identified. Items 10-12 A vote a Higginson is warranted It is noted that the during the year under review, and the Cou engagement, we were advised that "Andra were not in post at the time of some of the but all Directors were highly devoted to the their roles." Moreover, there is no evidence	Dyson, Angela Luger, an FOR the re-election/elect ey have attended less tha mpany did not provide ar ew Higginson and Suzi W e Board and Committee reir roles and during FY2.	d Darren Shapland is warranted ion of Mahbobeh Sabetnia, Suz in 75% of the total Board and in explanation for their absences filliams joined the business dur meetings. Unfortunately, some 3, all Directors devoted significa	d as no significant concerns zi Williams, and Andrew Committee meetings held s in the report. However, co ring the course of FY23 and a absences were unavoidabl	on le,
10	Re-elect Mahbobeh Sabetnia as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 4-9, and 13 Kath Smith, Bert Hoyt, Helen Ashton, Ian have been identified. Items 10-12 A vote Higginson is warranted It is noted that the during the year under review, and the Con engagement, we were advised that "Andre were not in post at the time of some of th but all Directors were highly devoted to th their roles." Moreover, there is no evidence	Dyson, Angela Luger, an FOR the re-election/elect ey have attended less tha mpany did not provide ar ew Higginson and Suzi W e Board and Committee reir roles and during FY2.	d Darren Shapland is warranted ion of Mahbobeh Sabetnia, Suz in 75% of the total Board and in explanation for their absences filliams joined the business dur meetings. Unfortunately, some 3, all Directors devoted significa	d as no significant concerns zi Williams, and Andrew Committee meetings held s in the report. However, co ring the course of FY23 and a absences were unavoidabi	5 01 1e,
11	Re-elect Suzi Williams as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 4-9, and 13 Kath Smith, Bert Hoyt, Helen Ashton, Ian have been identified. Items 10-12 A vote Higginson is warranted It is noted that the during the year under review, and the Cor engagement, we were advised that "Andra were not in post at the time of some of th but all Directors were highly devoted to th their roles." Moreover, there is no evidence	Dyson, Angela Luger, an FOR the re-election/elect ey have attended less tha mpany did not provide ar ew Higginson and Suzi W e Board and Committee reir roles and during FY2.	d Darren Shapland is warranted ion of Mahbobeh Sabetnia, Suz in 75% of the total Board and in explanation for their absences filliams joined the business dur meetings. Unfortunately, some 3, all Directors devoted significa	d as no significant concerns zi Williams, and Andrew Committee meetings held s in the report. However, c ring the course of FY23 and a absences were unavoidabi	on le,
12	Elect Andrew Higginson as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 4-9, and 13 Kath Smith, Bert Hoyt, Helen Ashton, Ian have been identified. Items 10-12 A vote	Dyson, Angela Luger, and	d Darren Shapland is warrante	d as no significant concerns	-

Kath Smith, Bert Hoyt, Helen Ashton, Ian Dyson, Angela Luger, and Darren Shapiand is warranted as no significant concerns have been identified. Items 10-12 A vote FOR the re-election/election of Mahobeh Sabetnia, Suzi Williams, and Andrew Higginson is warranted It is noted that they have attended less than 75% of the total Board and Committee meetings held during the year under review, and the Company did not provide an explanation for their absences in the report. However, on engagement, we were advised that "Andrew Higginson and Suzi Williams joined the business during the course of FY23 and were not in post at the time of some of the Board and Committee meetings. Unfortunately, some absences were unavoidable, but all Directors were highly devoted to their roles and during FY23, all Directors devoted significantly more time than usual to their roles." Moreover, there is no evidence of a longer-term attendance issue at this time.

JD Sports Fashion Plc

roposal umber	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction
13	Elect Ian Dyson as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 4-9, and 13- Kath Smith, Bert Hoyt, Helen Ashton, Ian D have been identified. Items 10-12 A vote Fi	Dyson, Angela Luger, ar	nd Darren Shapland is warranted	as no significant concerr	
	Higginson is warranted It is noted that they during the year under review, and the Com engagement, we were advised that "Andrew were not in post at the time of some of the but all Directors were highly devoted to the their roles." Moreover, there is no evidence	pany did not provide a w Higginson and Suzi V e Board and Committee eir roles and during FY2	n explanation for their absences Villiams joined the business durir meetings. Unfortunately, some a 3, all Directors devoted significa	in the report. However, og the course of FY23 and absences were unavoidal	d ole,
14	Elect Angela Luger as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 4-9, and 13- Kath Smith, Bert Hoyt, Helen Ashton, Ian D have been identified. Items 10-12 A vote F Higginson is warranted It is noted that they during the year under review, and the Com engagement, we were advised that "Andrew were not in post at the time of some of the but all Directors were highly devoted to the their roles." Moreover, there is no evidence	Dyson, Angela Luger, an OR the re-election/elec v have attended less th opany did not provide a w Higginson and Suzi V e Board and Committee eir roles and during FY2	nd Darren Shapland is warranted tion of Mahbobeh Sabetnia, Suzi an 75% of the total Board and C n explanation for their absences Williams joined the business durir meetings. Unfortunately, some a 3, all Directors devoted significan	as no significant concert Williams, and Andrew iommittee meetings held in the report. However, ig the course of FY23 an absences were unavoidal	on d ble,
15	Elect Darren Shapland as Director	Mgmt	For tion/re-election of Reais Schultz.	For Neil Greenhalgh, Andy L	For
15	Elect Darren Shapland as Director Voting Policy Rationale: Items 4-9, and 13- Kath Smith, Bert Hoyt, Helen Ashton, Ian D have been identified. Items 10-12 A vote Fo Higginson is warranted It is noted that they during the year under review, and the Com engagement, we were advised that "Andreu were not in post at the time of some of the but all Directors were highly devoted to the their roles." Moreover, there is no evidence	15 A vote FOR the elec Dyson, Angela Luger, an OR the re-election/elec v have attended less th pany did not provide a w Higginson and Suzi V e Board and Committee pir roles and during FY2	tion/re-election of Regis Schultz, ad Darren Shapland is warranted tion of Mahbobeh Sabetnia, Suzi an 75% of the total Board and C n explanation for their absences Villiams joined the business durin meetings. Unfortunately, some a 23, all Directors devoted significan	Neil Greenhalgh, Andy L as no significant concern Williams, and Andrew iommittee meetings held in the report. However, ig the course of FY23 and absences were unavoidal	ong, is on 1 ble,
	Voting Policy Rationale: Items 4-9, and 13- Kath Smith, Bert Hoyt, Helen Ashton, Ian D have been identified. Items 10-12 A vote F Higginson is warranted It is noted that they during the year under review, and the Com engagement, we were advised that "Andrew were not in post at the time of some of the but all Directors were highly devoted to the	15 A vote FOR the elec Dyson, Angela Luger, an OR the re-election/elec v have attended less th pany did not provide a w Higginson and Suzi V e Board and Committee pir roles and during FY2	tion/re-election of Regis Schultz, ad Darren Shapland is warranted tion of Mahbobeh Sabetnia, Suzi an 75% of the total Board and C n explanation for their absences Villiams joined the business durin meetings. Unfortunately, some a 23, all Directors devoted significan	Neil Greenhalgh, Andy L as no significant concern Williams, and Andrew iommittee meetings held in the report. However, ig the course of FY23 and absences were unavoidal	ong, is on 1 ble,
15 16 17	Voting Policy Rationale: Items 4-9, and 13- Kath Smith, Bert Hoyt, Helen Ashton, Ian D have been identified. Items 10-12 A vote F Higginson is warranted It is noted that they during the year under review, and the Com engagement, we were advised that "Andreu were not in post at the time of some of the but all Directors were highly devoted to the their roles." Moreover, there is no evidence	15 A vote FOR the elect pyson, Angela Luger, an OR the re-election/elect v have attended less th opany did not provide a w Higginson and Suzi V e Board and Committee eir roles and during FY2 e of a longer-term atten	tion/re-election of Regis Schultz, nd Darren Shapland is warranted tion of Mahbobeh Sabetnia, Suzi an 75% of the total Board and C n explanation for their absences Williams joined the business durir meetings. Unfortunately, some a 23, all Directors devoted significan dance issue at this time.	Neil Greenhalgh, Andy L as no significant concert Williams, and Andrew iommittee meetings held in the report. However, og the course of FY23 an absences were unavoidal ntly more time than usua	ong, is on d nle, l to
16	Voting Policy Rationale: Items 4-9, and 13- Kath Smith, Bert Hoyt, Helen Ashton, Ian D have been identified. Items 10-12 A vote Fo Higginson is warranted It is noted that they during the year under review, and the Com engagement, we were advised that "Andreu were not in post at the time of some of the but all Directors were highly devoted to the their roles." Moreover, there is no evidence Appoint Deloitte LLP as Auditors Authorise the Audit Committee to Fix	15 A vote FOR the elect Dyson, Angela Luger, an OR the re-election/elect v have attended less the pany did not provide a w Higginson and Suzi V e Board and Committee eir roles and during FY2 e of a longer-term atten Mgmt	tion/re-election of Regis Schultz, ad Darren Shapland is warranted tion of Mahbobeh Sabetnia, Suzi an 75% of the total Board and C n explanation for their absences Williams joined the business durir meetings. Unfortunately, some a 23, all Directors devoted significan dance issue at this time. For	Neil Greenhalgh, Andy L as no significant concert Williams, and Andrew iommittee meetings held in the report. However, og the course of FY23 an absences were unavoidal ntly more time than usual For	ong, is on d d hle, d to For
16 17	Voting Policy Rationale: Items 4-9, and 13- Kath Smith, Bert Hoyt, Helen Ashton, Ian D have been identified. Items 10-12 A vote F Higginson is warranted It is noted that they during the year under review, and the Com engagement, we were advised that "Andreu were not in post at the time of some of the but all Directors were highly devoted to the their roles." Moreover, there is no evidence Appoint Deloitte LLP as Auditors Authorise the Audit Committee to Fix Remuneration of Auditors Authorise UK Political Donations and	15 A vote FOR the elect pyson, Angela Luger, an OR the re-election/elect whave attended less the pany did not provide a w Higginson and Suzi V & Board and Committee eir roles and during FV2 e of a longer-term atten Mgmt Mgmt	tion/re-election of Regis Schultz, nd Darren Shapland is warranted tion of Mahbobeh Sabetnia, Suzi an 75% of the total Board and C n explanation for their absences Villiams joined the business durin meetings. Unfortunately, some a 13, all Directors devoted significan Idance issue at this time. For For	Neil Greenhalgh, Andy L as no significant concert Williams, and Andrew iommittee meetings held in the report. However, g the course of FY23 and absences were unavoidal tity more time than usual For For	ong, is on d he, l to For For
16 17 18	Voting Policy Rationale: Items 4-9, and 13- Kath Smith, Bert Hoyt, Helen Ashton, Ian D have been identified. Items 10-12 A vote Fi Higginson is warranted It is noted that they during the year under review, and the Com engagement, we were advised that "Andreu were not in post at the time of some of the but all Directors were highly devoted to the their roles." Moreover, there is no evidence Appoint Deloitte LLP as Auditors Authorise the Audit Committee to Fix Remuneration of Auditors Authorise UK Political Donations and Expenditure	15 A vote FOR the electoryson, Angela Luger, an OR the re-election/electory have attended less the papary did not provide a w Higginson and Suzi V e Board and Committee eir roles and during FV2 e of a longer-term attent Mgmt Mgmt Mgmt	tion/re-election of Regis Schultz, nd Darren Shapland is warranted tion of Mahbobeh Sabetnia, Suzi an 75% of the total Board and C n explanation for their absences Williams joined the business durin meetings. Unfortunately, some a 13, all Directors devoted significan idance issue at this time. For For For For	Neil Greenhalgh, Andy L as no significant concert Williams, and Andrew iommittee meetings held in the report. However, g the course of FY23 an absences were unavoidal titly more time than usual For For For For For	ong, is on d he, l to For For For For
16 17 18	Voting Policy Rationale: Items 4-9, and 13- Kath Smith, Bert Hoyt, Helen Ashton, Ian D have been identified. Items 10-12 A vote F Higginson is warranted It is noted that they during the year under review, and the Com engagement, we were advised that "Andreu were not in post at the time of some of the but all Directors were highly devoted to the their roles." Moreover, there is no evidence Appoint Deloitte LLP as Auditors Authorise the Audit Committee to Fix Remuneration of Auditors Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote FOR these r	15 A vote FOR the electoryson, Angela Luger, an OR the re-election/electory have attended less the papary did not provide a w Higginson and Suzi V e Board and Committee eir roles and during FV2 e of a longer-term attent Mgmt Mgmt Mgmt	tion/re-election of Regis Schultz, nd Darren Shapland is warranted tion of Mahbobeh Sabetnia, Suzi an 75% of the total Board and C n explanation for their absences Williams joined the business durin meetings. Unfortunately, some a 13, all Directors devoted significan idance issue at this time. For For For For	Neil Greenhalgh, Andy L as no significant concert Williams, and Andrew iommittee meetings held in the report. However, g the course of FY23 an absences were unavoidal titly more time than usual For For For For For	ong, is on d he, l to For For For For
16 17 18 19	 Voting Policy Rationale: Items 4-9, and 13-Kath Smith, Bert Hoyt, Helen Ashton, Ian Dhave been identified. Items 10-12 A vote Fuliginson is warranted It is noted that they during the year under review, and the Comengagement, we were advised that "Andree were not in post at the time of some of the but all Directors were highly devoted to the their roles." Moreover, there is no evidence. Appoint Deloitte LLP as Auditors Authorise the Audit Committee to Fix Remuneration of Auditors Authorise Issue of Equity Voting Policy Rationale: A vote FOR these recommended limits. Authorise Issue of Equity without 	15 A vote FOR the electoryson, Angela Luger, an OR the re-election/electory have attended less the opany did not provide a w Higginson and Suzi V e Board and Committee eir roles and during FY2 e of a longer-term attent Mgmt Mgmt Mgmt mesolutions is warrantee Mgmt	tion/re-election of Regis Schultz, nd Darren Shapland is warranted tion of Mahbobeh Sabetnia, Suzi an 75% of the total Board and C n explanation for their absences Williams joined the business durin meetings. Unfortunately, some a 23, all Directors devoted significan dance issue at this time. For For For For For For	Neil Greenhalgh, Andy L as no significant concert Williams, and Andrew iommittee meetings held in the report. However, go the course of FY23 and absences were unavoidal absences were unavoidal for For For For and durations are within For	ong, is on d he, l to For For For For For
16 17 18 19	 Voting Policy Rationale: Items 4-9, and 13-Kath Smith, Bert Hoyt, Helen Ashton, Ian Dhave been identified. Items 10-12 A vote Felliginson is warranted It is noted that they during the year under review, and the Comengagement, we were advised that "Andrew were not in post at the time of some of the but all Directors were highly devoted to the their roles." Moreover, there is no evidence. Appoint Deloitte LLP as Auditors Authorise the Audit Committee to Fix Remuneration of Auditors Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote FOR these recommended limits. Authorise Issue of Equity without Pre-emptive Rights Voting Policy Rationale: A vote FOR these recommended limits. 	15 A vote FOR the electoryson, Angela Luger, an OR the re-election/electory have attended less the opany did not provide a w Higginson and Suzi V e Board and Committee eir roles and during FY2 e of a longer-term attent Mgmt Mgmt Mgmt mesolutions is warrantee Mgmt	tion/re-election of Regis Schultz, nd Darren Shapland is warranted tion of Mahbobeh Sabetnia, Suzi an 75% of the total Board and C n explanation for their absences Williams joined the business durin meetings. Unfortunately, some a 23, all Directors devoted significan dance issue at this time. For For For For For For	Neil Greenhalgh, Andy L as no significant concert Williams, and Andrew iommittee meetings held in the report. However, go the course of FY23 and absences were unavoidal absences were unavoidal for For For For and durations are within For	ong, is on d he, l to For For For For For

PT Ciputra Development Tbk

Meeting Date: 06/27/2023	Country: Indonesia	Ticker: CTRA
Record Date: 05/31/2023	Meeting Type: Annual	
Primary Security ID: Y7121J134		

PT Ciputra Development Tbk

					Shares Voted: 40,683,600	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	
2	Approve Allocation of Income	Mgmt	For	For	For	
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	

PT Pakuwon Jati Tbk

Meeting Date: 06/27/2023	Country: Indonesia	Ticker: PWON
Record Date: 05/31/2023	Meeting Type: Annual	
Primary Security ID: Y712CA107		

					Shares Voted: 38,954,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Annual Report, Financial Statements and Statutory Reports	Mgmt	For	For	For	
2	Approve Allocation of Income	Mgmt	For	For	For	
3	Approve Auditors	Mgmt	For	For	For	
4	Amend Article 3 of the Company's Articles of Association in Relation to the Purpose and Objectives as well as the Company's Business Activities	Mgmt	For	Against	For	

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

Tata Steel Limited

Meeting Date: 06/27/2023	Country: India	Ticker: 500470
Record Date: 06/20/2023	Meeting Type: Court	
Primary Security ID: Y8547N220		

					Shares Voted: 27,677,813	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Court-Ordered Meeting for Equity Shareholders	Mgmt				
1	Approve Scheme of Amalgamation	Mgmt	For	For	For	

Wuxi Biologics (Cayman) Inc.

Meeting Date: 06/27/2023 Record Date: 06/20/2023 Primary Security ID: G97008117 Country: Cayman Islands Meeting Type: Annual Ticker: 2269

					Shares Voted: 393,500
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Ge Li as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote AGAINST no board is not one-third independent. A vote			Hitchner III is warranted as th	е
2b	Elect Zhisheng Chen as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote AGAINST no board is not one-third independent. A vote i			Hitchner III is warranted as th	е
2c	Elect Kenneth Walton Hitchner III as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST no board is not one-third independent. A vote			Hitchner III is warranted as th	е
2d	Elect Jackson Peter Tai as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote AGAINST no board is not one-third independent. A vote a			Hitchner III is warranted as th	е
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5a	Approve Amendments to the Restricted Share Award Scheme and Related Transactions	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the Scheme a exceeds 5 percent of the company's issued schemes have not been disclosed. * The dir the administration of the schemes. * The pu schemes' current negative features.	nd the Program, togeth capital. * Performance ectors eligible to receiv	er with other share incent conditions and meaningfu e awards under the Schen	ive schemes of the company, I vesting periods under the ne and the Program are involve	
5b	Approve Amendments to the Share Award Scheme for Global Partner Program and Related Transactions	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the Scheme a exceeds 5 percent of the company's issued schemes have not been disclosed. * The di the administration of the schemes. * The pu schemes' current negative features.	nd the Program, togeth capital. * Performance ectors eligible to receiv	er with other share incent conditions and meaningfu e awards under the Schen	ive schemes of the company, I vesting periods under the ne and the Program are involve	
6	Adopt Scheme Mandate Limit	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the Scheme a exceeds 5 percent of the company's issued schemes have not been disclosed. * The dir	nd the Program, togeth capital. * Performance	ner with other share incent conditions and meaningful	tive schemes of the company, I vesting periods under the	

schemes have not been disclosed. * The directors eligible to receive awards under the Scheme and the Program are involved in the administration of the schemes. * The proposed amendments to the Scheme and the Program would not address the schemes' current negative features.

Wuxi Biologics (Cayman) Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company has not specified the discount limit for shares to be issued for non-cash consideration.					
8	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	
9	Adopt Third Amended and Restated Memorandum and Articles of Association	Mgmt	For	For	For	

Zhuzhou CRRC Times Electric Co., Ltd.

Meeting Date: 06/27/2023	Country: China	Ticker: 3898
Record Date: 06/20/2023	Meeting Type: Annual	
Primary Security ID: Y9892N104		

					Shares Voted: 308,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Annual Report and Its Summary	Mgmt	For	For	For
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR these reso	,	erning the company's audited	l accounts, financial statemen	its,
2	Approve Final Accounts Report	Mgmt	For	For	For
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR these reso		erning the company's audited	accounts, financial statemen	its,
3	Approve Work Report of the Board of Directors	Mgmt	For	For	For
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR these reso	,	erning the company's audited	l accounts, financial statemen	its,
4	Approve Work Report of the Supervisory Committee	Mgmt	For	For	For
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR these reso	,	erning the company's audited	l accounts, financial statemen	its,
5	Approve Profit Distribution Plan	Mgmt	For	For	For
	Approve KPMG Huazhen LLP as Auditor	Mgmt	For	For	For
6	and Authorize Board to Fix Their Remuneration				
6 7		Mgmt	For	For	For

Voting Policy Rationale: Director and supervisor remuneration at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director and supervisor remuneration at the company, a vote FOR these proposals is warranted.

Zhuzhou CRRC Times Electric Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction				
9	Approve Remuneration of Supervisors	Mgmt	For	For	For				
	Voting Policy Rationale: Director and supervisor remuneration at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director and supervisor remuneration at the company, a vote FOR these proposals is warranted.								
10	Approve Estimations on Ordinary Related Party Transactions for 2024-2026	Mgmt	For	For	For				
	ELECT EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING	Mgmt							
11.1	Elect Li Donglin as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR the elec concerning the nominees.	tion of all nominees is v	varranted given the absen	ce of any known issues					
11.2	Elect Liu Ke'an as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR the elect concerning the nominees.	tion of all nominees is v	varranted given the absen	ce of any known issues					
11.3	Elect Shang Jing as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.								
	ELECT NON-EXECUTIVE DIRECTOR VIA CUMULATIVE VOTING	Mgmt							
12.1	Elect Zhang Xinning as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.								
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING	Mgmt							
13.1	Elect Gao Feng as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.								
13.2	Elect Li Kaiguo as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR the elect concerning the nominees.	tion of all nominees is v	varranted given the absen	ce of any known issues					
13.3	Elect Zhong Ninghua as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.								
13.4	Elect Lam Siu Fung as Director	Mgmt	For	For	For				
	Voting Policy Rationale: A vote FOR the elect concerning the nominees.	tion of all nominees is v	varranted given the absen	ce of any known issues					
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt							
14.1	Elect Li Lue as Supervisor	Mgmt	For	For	For				
	Voting Policy Rationale: In the absence of an is warranted.	ny known issues relating	y to both nominees, a vote	e FOR their election as supervis	sors				
14.2	Elect Geng Jianxin as Supervisor	Mgmt	For	For	For				
	Voting Policy Rationale: In the absence of a	ny known issues relating	g to both nominees, a vote	e FOR their election as supervis	sors				

Voting Policy Rationale: In the absence of any known issues relating to both nominees, a vote FOR their election as supervisors is warranted.

Zhuzhou CRRC Times Electric Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this re than 10 percent of the relevant class of shares specified the discount limit for issuance for case	for issuance for cash and	non-cash consideration. * The company	-	
16	Approve Grant of General Mandate to the Board to Repurchase H Shares	Mgmt	For	For	For

Zhuzhou CRRC Times Electric Co., Ltd.

Meeting Date: 06/27/2023	Country: China	Ticker: 3898
Record Date: 06/20/2023	Meeting Type: Special	
Primary Security ID: Y9892N104		

					Shares Voted: 308,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Grant of General Mandate to the Board to Repurchase H Shares	Mgmt	For	For	For

Jinxin Fertility Group Limited

Meeting Date: 06/28/2023	Country: Cayman Islands	Ticker: 1951
Record Date: 06/21/2023	Meeting Type: Annual	
Primary Security ID: G5140J101		

					Shares Voted: 925,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	
2.1	Elect Geng Lihong as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all non	ninees is warranted.				
2.2	Elect Yan Xiaoqing as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all non	ninees is warranted.				-
2.3	Elect Chong Yat Keung as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all non	ninees is warranted.				-
2.4	Elect Wang Xiaobo as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all non	ninees is warranted.				
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	

Jinxin Fertility Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant ci not specified the discount limit for issuance	ass of shares for issua	nce for cash and non-cash c	55 5	
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cl not specified the discount limit for issuance	ass of shares for issua	nce for cash and non-cash c		
6	Approve Amendments to the Third Amended and Restated Articles of Association and Adopt the Fourth Amended and Restated Articles of Association	Mgmt	For	For	For

Shimadzu Corp.

Meeting Date: 06/28/2023	Country: Japan	Ticker: 7701
Record Date: 03/31/2023	Meeting Type: Annual	
Primary Security ID: J72165129		

					Shares Voted: 40,600
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 32	Mgmt	For	For	For
2.1	Elect Director Ueda, Teruhisa	Mgmt	For	For	For
2.2	Elect Director Yamamoto, Yasunori	Mgmt	For	For	For
2.3	Elect Director Watanabe, Akira	Mgmt	For	For	For
2.4	Elect Director Maruyama, Shuzo	Mgmt	For	For	For
2.5	Elect Director Wada, Hiroko	Mgmt	For	For	For
2.6	Elect Director Hanai, Nobuo	Mgmt	For	For	For
2.7	Elect Director Nakanishi, Yoshiyuki	Mgmt	For	For	For
2.8	Elect Director Hamada, Nami	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Koyazaki, Makoto	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hayashi, Yuka	Mgmt	For	For	For

Tata Steel Limited

Meeting Date: 06/28/2023 Record Date: 06/21/2023 Primary Security ID: Y8547N220 Country: India Meeting Type: Court Ticker: 500470

					Shares Voted: 27,677,813
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court-Ordered Meeting for Equity Shareholders	Mgmt			
1	Approve Scheme of Amalgamation	Mgmt	For	For	For

The Kansai Electric Power Co., Inc.

Meeting Date: 06/28/2023	Country: Japan	Ticker: 9503
Record Date: 03/31/2023	Meeting Type: Annual	
Primary Security ID: J30169106		

Shares Voted: 100,000

					Shares voted: 100,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For
2.1	Elect Director Sakakibara, Sadayuki	Mgmt	For	For	For
2.2	Elect Director Okihara, Takamune	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the majority independent and this outside direct			oard after this meeting will no	t be
2.3	Elect Director Kaga, Atsuko	Mgmt	For	For	For
2.4	Elect Director Tomono, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Takamatsu, Kazuko	Mgmt	For	For	For
2.6	Elect Director Naito, Fumio	Mgmt	For	For	For
2.7	Elect Director Manabe, Seiji	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent and this outside director nominee lacks independence.				
2.8	Elect Director Tanaka, Motoko	Mgmt	For	For	For
2.9	Elect Director Mori, Nozomu	Mgmt	For	Against	Abstain
	Voting Policy Rationale: A vote AGAINST th over the antitrust violations and unauthoriz ultimately should be held responsible.				ions
2.10	Elect Director Inada, Koji	Mgmt	For	For	For
2.11	Elect Director Araki, Makoto	Mgmt	For	For	For
2.12	Elect Director Shimamoto, Yasuji	Mgmt	For	For	For
2.13	Elect Director Nishizawa, Nobuhiro	Mgmt	For	For	For

The Kansai Electric Power Co., Inc.

Amend Articles to Add Provision that: Utility will Queate to Frontie Redeet Utility will Queate to Frontie Redeet Reserved LengtySHAgainstAgainstAgainstAgainstAmend Articles to Add Provisions Meeting Finite and Disclose Them to DiscSHAgainstAgainstAgainstAgainstAmend Articles to Add Provisions Cisk (Information Disclose Them to Cisk (Information Disclose and DiscSHAgainstAgainstAgainstAmend Articles to Add Provisions Cisk (Information Disclose and DiscSHAgainstAgainstAgainstAmend Articles to Add Provisions Cisk (Information Disclose Them to Cisk (Information Disclose and DiscSHAgainstAgainstAgainstAmend Articles to Add Provisions Cisk (Information Discloser Cisk (Information Theo Dia Fried Cisk (Information Theo Dia Fried Cisk (Information Theo Dia Fried Dian Cisk (Information Theo Dia Fried Discource Discource Discource More Dian Cisk Cisk (Information Theo Dia Fried Discource Discource Discource More Dian Cisk Cisk (Information Theo Dia Fried Discource Discource Discource More Dian Cisk Cisk (Information Theo Dia Fried Discource Discource Discource Discource Provosci Information Discource Discource Provosci Information Discource Provosci Information Discource Di	Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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Concerning Management Based on CSR (forward not Declavare and Dialogue) Amend Articles to Add Provisions CSR (forking Safety Enhancement) Amend Articles to Add Provisions CSR (forking Management Based on CSR (forket Diversity) Amend Articles to Add Provisions CSR (forket Diversity) Amend Articles to Add Provisions CSR (forket Diversity) Remove Incumbent Director Mark Shigeo Nature A vole FOR this shareholder proposal is recommended because: * Supporting this proposal would make Shigeo Concernits of the Mark Shigeo Nature A vole FOR this shareholder proposal is recommended because: * Supporting this proposal would proposal shareholder and the shareholder proposal is recommended because: * Supporting this proposal would make Shigeo Nature Articles to Require Individual Compensation Disclosure for Directors, Executive Offers, and Advisors Proceed concernitions of the bareholder proposal is recommended because: * The proposed document would proposed accutability and help shareholders make bareholder because: * The proposed document would proposed accutability and help shareholders make bareholder because: * The proposed document produce concernitions of protectors, Executive Offers, and Advisors Protector Continues and Advisors Protector	4	Meeting Minutes and Disclose Them to	SH	Against	Against	Against
Concerning Management Based on CSR (Facility Safety Enhancement) Arend Articles to Add Provisions SH Against Against Against Against Concerning Management Based on CSR (WithGrave from CoeFired Power Ceneration Business) Amend Articles to Add Provisions SS (WithGrave from CoeFired Power Ceneration Business) Amend Articles to Add Provisions SH Against Power Concerning Management Based on CSR (Gender Diversity) Remove Incumbent Director Mori, SH Against For Abstain Nacomu Webry Publicy Rationalie: A vote FOR this shareholder proposal is recommended because: * Supporting this proposal would heby show shareholder concerns over the utility's compliance proposal is recommended because: * Supporting this proposal would heby show shareholders concerns over the utility's compliance proposal is recommended because: * The proposal disclosure would promote accountability and heby shareholder proposal is recommended because: * The proposed disclosure would promote accountability and heby shareholder proposal is recommended because: * The proposed disclosure would promote accountability and heby shareholder proposal is recommended because: * The proposed disclosure would promote accountability and heby shareholder proposal is recommended because: * The proposed disclosure would promote accountability and heby shareholder proposal is recommended because: * The proposed disclosure would promote accountability and heby shareholder proposal is recommended because: * The proposed disclosure would promote accountability and heby shareholder proposal is recommended because: * The proposed disclosure would promote accountability and heby shareholder proposal is recommended because: * The proposed disclosure would promote accountability and heby shareholder proposal is recommended because: * The proposed disclosure would promote accountability and heby shareholder proposal is recommended because: * The proposed disclosure would promote accountability and heby shareholder proposal is recommended because: * The proposed disclosure would	5	Concerning Management Based on CSR (Information Disclosure and	SH	Against	Against	Against
Concerning Management Based on CSR (Withdiwait from Coal-Fied Power Generation Business) Amend Articles to Add Provisions CSR (Gender Dwersity) Remove Incumbent Director Mori, Nazomu Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * Supporting this proposal would help show shareholder concerns over the utility's compliance problems. Remove Incumbent Director Sasaki, SH Against Against Against Amend Articles to Require Individual Compensation Disclosure for Directors, Executive Officers, and Advisors Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would Compensation Disclosure for Directors, Executive Officers, and Advisors Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would compensation Disclosure for Directors, Executive Officers, and Advisors Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed indicksure would compensation in its proxy circler, that is a voluntary move, and the passage of this proposal would make sure that this practice continues going forward. Amend Articles to Establish Industry Votaria Policy Rationale: A vote FOR this shareholder make Anend Articles to Establish Industry Amend Articles to Staph Nuclear Policy Amend Articles to Staph Nuclear Policy Amend Articles to Staph Nuclear Policy Amend Articles to Dispose of Shares in Kanasi Transmission and Distribution, Inc Amend Articles to Dispose of Shares in Kanasi Transmission and Distribution, Inc Amend Articles to Pomote Maximum Disclosure to Gainst, Amend Articles to Develop (Attensis) Amend	6	Concerning Management Based on	SH	Against	Against	Against
Concerning Management Based on CSR (Gender Diversity) SH Against For Abstain Remove Incumbent Director Mori, Nazomu SH Against For Abstain Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * Supporting this proposal would help show shareholder concerns over the utility's compliance problems. Against Against Against Remove Incumbent Director Sasaki, Shigeo SH Against For For Concernstitution of the equive Individual Compersation Disclosure for Directors, Executive Officers, and Advisors SH Against For For Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholder smale better vinformed decisions. * While the company disclose individual compensation in its proxy circular, that is a voluntary move, and the passage of this proposal would make sure that this practice continues going forward. SH Against Against Against Organization to Cope with Changing Management Environment SH Against Against Against Against Amend Articles to Stabilis Industry on Execution Plan in the Event of Nuclear Fuels SH Against Against Against Amend Articles to Ban Reprocessing of Evenetion SH Against	7	Concerning Management Based on CSR (Withdrawal from Coal-Fired	SH	Against	Against	Against
Nozomu Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * Supporting this proposal would help show shareholder concerns over the utility's compliance problems. Remove Incumbent Director Sasaki, Shigeo SH Against Against Against Amend Articles to Require Individual SH SH Against For For Compensation Discoure for Directors, and Advisors SH Against For For Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholders make better-informed decisions. * While the company discloses individual compensation Discloses individual compensation Discloses individual compensation to Cope with Changing Management Environment Against Against Amend Articles to Establish Industry SH Against Against Against Amend Articles to Ban Reprocessing of Organization to Cope with Changing Management Environment SH Against Against Against Amend Articles to Dispose of Shares in Kawai Transmission and Distribution, Inc SH Against Against Against Amend Articles to Dispose of Shares in Kawai Transmission and Distribution, Inc SH Against Against Again	8	Concerning Management Based on	SH	Against	Against	Against
show shareholder concerns over the utility's compliance problems.Remove Incumbent Director Sasaki, ShigeoSHAgainstAgainstAgainstAmend Articles to Require Individual Compensation Disclosure for Directors, Executive Officers, and AdvisorsSHAgainstForVoting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accuntability and help shareholders make better-informed decisions. * While the company discloses individual compensation in its proxy circular, that is a voluntary move, and the passage of this proposal would make sure that this practice continues going forward.AgainstAgainstAmend Articles to Establish Industry Organization to Cope with Changing Management EnvironmentSHAgainstAgainstAgainstAmend Articles to Stablish Industry Nuclear AccidentSHAgainstAgainstAgainstAgainstAmend Articles to Datanch Study Group Nuclear AccidentSHAgainstAgainstAgainstAgainstAmend Articles to Datanch Study Group Nuclear AccidentSHAgainstAgainstAgainstAgainstAmend Articles to Dispose of Shares in Consponse of Shares in Nuclear FuelsSHAgainstAgainstAgainstAgainstAmend Articles to Dispose of Shares in Consponsed of Shares in Trasmission and Distribution, IncSHAgainstAgainstAgainstAmend Articles to Promote Maximum Discosure to Gain Trust from Society Discosure to Gain Trust from SocietySHAgainstAgainstAgainstAmend Artic	9		SH	Against	For	Abstain
Shigeo Amend Articles to Require Individual Compensation Disclosure for Directors, Executive Officers, and Advisors SH Against For For Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholders make better-informed decisions. * While the company discloses individual compensation in its proy circular, that is a voluntary move, and the passage of this proposal would make sure that this practice continues going forward. Against Against Amend Articles to Establish Industry Organization to Cope with Changing Management Environment SH Against Against Against Amend Articles to Dan Reprocessing of Nuclear Probe SH Against Against Against Amend Articles to Dispose of Shares in Nuclear Probe SH Against Against Against Amend Articles to Dispose of Shares in Nuclear Prove SH Against Against Against Amend Articles to Dispose of Shares in Nuclear Prove SH Against Against Against Amend Articles to Dispose of Shares in Nuclear Prove SH Against Against Against Amend Articles to Dispose of Shares in Nanaei Transmission and Distribution, Inc SH Against Against				ended because: * Supporting this propo	sal would he	lp
Compensation Disclosure for Directors, Executive Officers, and Advisors Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholders: make better-informed decisions. * While the company discloses individual compensation in its proxy circular, that is a voluntary move, and the passage of this proposal would make sure that this practice continues going forward. Amend Articles to Establish Industry SH Against Against Against Organization to Cope with Changing Management Environment SH Against Against Against Amend Articles to Launch Study Group on Evacuation Plan in the Event of Nuclear Accident SH Against Against Against Amend Articles to Stop Nuclear Power Generation SH Against Against Against Amend Articles to Dispose of Shares in Kansai Transmission and Distribution, Inc SH Against Against Against Amend Articles to Promote Maximum Bicklosure to Gain Trust from Society SH Against Against Against Amend Articles to Encourage Dispersed Renewable Energy SH Against Against Against Amend Articles to Dromote Maximum Energy Sources in place of Nuclear SH Against Against Against Amend	10		SH	Against	Against	Against
promote accountability and help shareholders make better-informed decisions. * While the company discloses individual compensation in its praxy circular, that is a voluntary move, and the passage of this proposal would make sure that this practice continues going forward.Amend Articles to Establish Industry Organization to Cope with Changing Management EnvironmentSHAgainstAgainstAgainstAmend Articles to Isunch Study Group Nuclear AccidentSHAgainstAgainstAgainstAgainstAmend Articles to Launch Study Group Nuclear AccidentSHAgainstAgainstAgainstAgainstAmend Articles to Ban Reprocessing of Spent Nuclear FuelsSHAgainstAgainstAgainstAgainstAmend Articles to Dispose of Shares in CenerationSHAgainstAgainstAgainstAgainstAmend Articles to Dispose of Shares in IncSHAgainstAgainstAgainstAgainstAmend Articles to Dispose of Shares in IncSHAgainstAgainstAgainstAmend Articles to Dispose of Shares in ConservationSHAgainstAgainstAgainstAmend Articles to Promote Maximum Disclosure to Gain Trust from SocietySHAgainstAgainstAgainstAmend Articles to Encourage Dispersed Renewable EnergySHAgainstAgainstAgainstAmend Articles to Dovelop Alternative Energy Sources in Jalee of NuclearSHAgainstAgainstAgainstAmend Articles to Dispose of Shares in ConservationSHAgainstAgainstAgainst	11	Compensation Disclosure for Directors,	SH	Against	For	For
Organization to Cope with Changing Management EnvironmentSHAgainstAgainstAgainstAgainstAmend Articles to Launch Study Group on Evacuation Plan in the Event of Nuclear AccidentSHAgainstAgainstAgainstAmend Articles to Ban Reprocessing of Spent Nuclear FuelsSHAgainstAgainstAgainstAgainstAmend Articles to Ban Reprocessing of Spent Nuclear FuelsSHAgainstAgainstAgainstAgainstAmend Articles to Stop Nuclear Power GenerationSHAgainstAgainstAgainstAgainstAmend Articles to Dispose of Shares in Kansai Transmission and Distribution, IncSHAgainstAgainstAgainstAmend Articles to Promote Maximum Disclosure to Gain Trust from SocietySHAgainstAgainstAgainstAmend Articles to Encourage Dispersed Renewable EnergySHAgainstAgainstAgainstAmend Articles to Develop Alternative Energy Sources in place of NuclearSHAgainstAgainstAgainst		promote accountability and help shareholders i compensation in its proxy circular, that is a vol	make better-informed decis	sions. * While the company discloses in	dividual	
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Dispersed Renewable Energy Amend Articles to Develop Alternative SH Against Against Against Energy Sources in place of Nuclear	17		SH	Against	Against	Against
Energy Sources in place of Nuclear	18	-	SH	Against	Against	Against
	19	Energy Sources in place of Nuclear	SH	Against	Against	Against

The Kansai Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Amend Articles to Realize Zero Carbon Emissions by 2050	SH	Against	Against	Against
21	Amend Articles to Require Individual Compensation Disclosure for Directors and Executive Officers, Including Those Who Retire During Tenure, as well as Individual Disclosure Concerning Advisory Contracts with Retired Directors and Executive Officers	SH	Against	For	For
	Voting Policy Rationale: A vote FOR this share promote accountability and help shareholders			ure would	
22	Amend Articles to Demolish All Nuclear Power Plants	SH	Against	Against	Against
23	Amend Articles to Establish Work Environment where Employees Think About Safety of Nuclear Power Generation	SH	Against	Against	Against
24	Amend Articles to Ban Hiring or Service on the Board or at the Company by Former Government Officials	SH	Against	Against	Against
25	Amend Articles to Reduce Maximum Board Size and Require Majority Outsider Board	SH	Against	Against	Against
26	Amend Articles to Establish Electricity Supply System Based on Renewable Energies	SH	Against	Against	Against
27	Amend Articles to Ban Conclusion of Agreements to Purchase Coal Power Generated Electricity	SH	Against	Against	Against
28	Amend Articles to Disclose Transition Plan through 2050 Aligned with Goals of Paris Agreement	SH	Against	For	For
	Voting Policy Rationale: A vote FOR this share	eholder proposal is recomme	ended because: * The value of the utilit	ty in the long	7

Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The value of the utility in the long term would largely depend on the success of its path to net zero GHG emissions by 2050, which is Japan's national target, and critical climate information needed for shareholders to monitor the process would better become available with the proposed article amendments.

ZJLD Group, Inc.

Meeting Date: 06/28/2023	Country: Cayman Islands	Ticker: 6979
Record Date: 06/21/2023	Meeting Type: Annual	
Primary Security ID: G989BA102		

					Shares Voted: 785,800
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

ZJLD Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Wu Xiangdong as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nom and the company's board and committee dy	-	iven the absence of any known i	issues concerning the nomin	iees
2b	Elect Ng Kwong Chue Paul as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nom and the company's board and committee dy	-	iven the absence of any known i	issues concerning the nomin	ees
2c	Elect Yan Tao as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nom and the company's board and committee dy	-	iven the absence of any known i	issues concerning the nomin	nees
2d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
3	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant co not specified the discount limit for issuance	lass of shares for issu	ance for cash and non-cash cor		
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cont not specified the discount limit for issuance	lass of shares for issu	ance for cash and non-cash cor		

ABN AMRO Bank NV

Meeting Date: 06/29/2023	Country: Netherlands	Ticker: ABN
Record Date: 06/01/2023	Meeting Type: Extraordinary	
	Shareholders	
Primary Security ID: N0162C102		

rimary Security ID: N0162C102

Shares Voted: 25,599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Announcement to the General Meeting of the Supervisory Board's Nomination	Mgmt			
2b	Explanation and Motivation by Femke de Vries for her Appointment to the Supervisory Board	Mgmt			
2c	Elect Femke de Vries to Supervisory Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Centrais Eletricas Brasileiras SA

Meeting Date: 06/29/2023 Record Date:

Primary Security ID: P22854106

Country: Brazil Meeting Type: Extraordinary Shareholders Ticker: ELET6

					Shares Voted: 10,443,567
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize the Extension for Up to Twelve Months of the Operational Transition Term for the Management of the Activities of the "Light for All Program" and the "More Light for the Amazonia Program"	Mgmt	For	For	For

China Construction Bank Corporation

Meeting Date: 06/29/2023	Country: China	Ticker: 939
Record Date: 05/29/2023	Meeting Type: Annual	
Primary Security ID: Y1397N101		

					Shares Voted: 35,561,000			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt						
1	Approve Report of the Board of Directors	Mgmt	For	For	For			
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR these res	,	erning the company's audited	accounts, financial stateme	nts,			
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For			
	Voting Policy Rationale: In the absence of a and statutory reports, a vote FOR these res	,	erning the company's audited	accounts, financial stateme	nts,			
3	Approve Final Financial Accounts	Mgmt	For	For	For			
	Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.							
	-	,	erning the company's audited	accounts, financial stateme	nts,			
4	-	,	<i>erning the company's audited</i> For	<i>accounts, financial stateme</i> For	<i>nts,</i> For			
4 5	and statutory reports, a vote FOR these res	olutions is warranted.						
	and statutory reports, a vote FOR these res Approve Profit Distribution Plan Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their	olutions is warranted. Mgmt	For	For	For			

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

China Construction Bank Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
8	Elect Shao Min as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all non and the company's board and committee d	-	en the absence of any know	n issues concerning the nomin	iees	
9	Elect Liu Fang as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all non and the company's board and committee d	-	en the absence of any know	n issues concerning the nomin	lees	
10	Elect Lord Sassoon as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all non and the company's board and committee d	-	en the absence of any know	n issues concerning the nomin	lees	
11	Elect Liu Huan as Supervisor	Mgmt	For	For	For	
	Voting Policy Rationale: In the absence of a	any known issues relati	ing to the nominees, a vote	FOR their election is warranted	1.	_
12	Elect Ben Shenglin as Supervisor	Mgmt	For	For	For	
	Voting Policy Rationale: In the absence of a	any known issues relati	ing to the nominees, a vote	FOR their election is warranted	<i>d.</i>	_
13	Approve Capital Planning for the Period from 2024 to 2026	Mgmt	For	For	For	
14	Approve Issuance of Qualified Write-down Tier-2 Capital Instruments	Mgmt	For	For	For	

DSM-Firmenich AG

Meeting Date: 06/29/2023	Country: Switzerland	Ticker: DSFIR
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: H0245V108		

					Shares Voted: 44,698
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
	Voting Policy Rationale: Votes FOR the prop	osed article amendmen	ts are warranted.		
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	For	For	For

Voting Policy Rationale: Votes FOR the proposed article amendments are warranted.

DSM-Firmenich AG

4

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

Keisei Electric Railway Co., Ltd.

Meeting Date: 06/29/2023	Country: Japan	Ticker: 9009
Record Date: 03/31/2023	Meeting Type: Annual	
Primary Security ID: J32233108		

					Shares Voted: 35,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 11.5	Mgmt	For	For	For
2.1	Elect Director Kobayashi, Toshiya	Mgmt	For	For	For
2.2	Elect Director Amano, Takao	Mgmt	For	For	For
2.3	Elect Director Tanaka, Tsuguo	Mgmt	For	For	For
2.4	Elect Director Kaneko, Shokichi	Mgmt	For	For	For
2.5	Elect Director Yamada, Koji	Mgmt	For	For	For
2.6	Elect Director Mochinaga, Hideki	Mgmt	For	For	For
2.7	Elect Director Oka, Tadakazu	Mgmt	For	For	For
2.8	Elect Director Shimizu, Takeshi	Mgmt	For	For	For
2.9	Elect Director Furukawa, Yasunobu	Mgmt	For	For	For
2.10	Elect Director Tochigi, Shotaro	Mgmt	For	For	For
2.11	Elect Director Kikuchi, Misao	Mgmt	For	For	For
2.12	Elect Director Ashizaki, Takeshi	Mgmt	For	For	For
2.13	Elect Director Emmei, Makoto	Mgmt	For	For	For
2.14	Elect Director Amitani, Takako	Mgmt	For	For	For
2.15	Elect Director Taguchi, Kazumi	Mgmt	For	For	For
3	Appoint Statutory Auditor Kobayashi, Takeshi	Mgmt	For	Against	Against

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

Approve Compensation Ceilings for	Mgmt	For	For	For
Directors and Statutory Auditors				

Mitsubishi Heavy Industries, Ltd.

Meeting Date: 06/29/2023 Record Date: 03/31/2023 Primary Security ID: J44002178 Country: Japan Meeting Type: Annual Ticker: 7011

					Shares Voted: 40,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For	
2.1	Elect Director Miyanaga, Shunichi	Mgmt	For	For	For	
2.2	Elect Director Izumisawa, Seiji	Mgmt	For	For	For	
2.3	Elect Director Kaguchi, Hitoshi	Mgmt	For	For	For	
2.4	Elect Director Kozawa, Hisato	Mgmt	For	For	For	
2.5	Elect Director Kobayashi, Ken	Mgmt	For	For	For	
2.6	Elect Director Hirano, Nobuyuki	Mgmt	For	For	For	
2.7	Elect Director Furusawa, Mitsuhiro	Mgmt	For	For	For	
3.1	Elect Director and Audit Committee Member Tokunaga, Setsuo	Mgmt	For	For	For	
3.2	Elect Director and Audit Committee Member Unora, Hiro	Mgmt	For	For	For	
3.3	Elect Director and Audit Committee Member Morikawa, Noriko	Mgmt	For	For	For	
3.4	Elect Director and Audit Committee Member Ii, Masako	Mgmt	For	For	For	
4	Elect Alternate Director and Audit Committee Member Oka, Nobuhiro	Mgmt	For	For	For	

The Bank of Kyoto, Ltd.

Meeting Date: 06/29/2023	Country: Japan	Ticker: 8369
Record Date: 03/31/2023	Meeting Type: Annual	
Primary Security ID: J03990108		

					Shares Voted: 10,000		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For		
2.1	Elect Director Doi, Nobuhiro	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Yasui, Mikiya	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.3	Elect Director Hata, Hiroyuki	Mgmt	For	For	For		

The Bank of Kyoto, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
2.4	Elect Director Okuno, Minako	Mgmt	For	For	For		
2.5	Elect Director Habuchi, Kanji	Mgmt	For	For	For		
2.6	Elect Director Motomasa, Etsuji	Mgmt	For	For	For		
2.7	Elect Director Otagiri, Junko	Mgmt	For	For	For		
2.8	Elect Director Oyabu, Chiho	Mgmt	For	For	For		
2.9	Elect Director Ueki, Eiji	Mgmt	For	For	For		
3	Appoint Statutory Auditor Wada, Minoru	Mgmt	For	For	For		
4	Approve Formation of Holding Company	Mgmt	For	For	For		
5	Approve Additional Special Dividend of JPY 62	SH	Against	For	For		
	Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The bank fails to present a convincing rationale why the proposed additional dividend payment, resulting in a payout ratio of 55 percent, cannot be possible.						
6	Initiate Share Repurchase Program	SH	Against	For	For		
	Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * The proposed authorization would not bind the bank to actually repurchase any shares; therefore, there are no viable reasons why the request would be disadvantageous to shareholders.						

Meituan

Meeting Date: 06/30/2023	Country: Cayman Islands	Ticker: 3690
Record Date: 06/26/2023	Meeting Type: Annual	
Primary Security ID: G59669104		

					Shares Voted: 1,580,785
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 Marjorie Mun Tak Yang as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote AGAINST the company's compliance with relevant rules a company. In the absence of any significant	nnd regulations raise se	rious concerns on their abili	ty to fulfill fiduciary duties in t	the
3	Elect Wang Huiwen as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the company's compliance with relevant rules a company. In the absence of any significant	and regulations raise se	rious concerns on their abili	ty to fulfill fiduciary duties in t	the
4	Elect Orr Gordon Robert Halyburton as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote AGAINST th	-	-		

company's compliance with relevant rules and regulations raise serious concerns on their ability to fulfill fiduciary duties in the company. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.

Meituan

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Leng Xuesong as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote AGAINST the company's compliance with relevant rules a company. In the absence of any significant	nd regulations raise	serious concerns on their ability	to fulfill fiduciary duties in th	ie
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Class B Shares	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST thi limit for issuance for cash and non-cash con		nted given that the company ha	as not specified the discount	
8	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
9	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Amendments to the Post-IPO Share Option Scheme and Related Transactions	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the Post-IPO company, exceeds 5 percent of the compan performance conditions and meaningful ves Post-IPO SOS and Post-IPO SOS and Post-IPO features of the Post-IPO SOS and Post-IPO	SOS and Post-IPO SA y's issued capital. * ting periods. * The c d in its administratio	AS, together with other share in The Post-IPO SOS and Post-IPO lirectors eligible to receive optio	centive schemes of the SAS lacks challenging ons and/or awards under the	
11	Approve Amendments to the Post-IPO Share Award Scheme and Related Transactions	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the Post-IPO company, exceeds 5 percent of the compan performance conditions and meaningful ves Post-IPO SOS and Post-IPO SAS are involve features of the Post-IPO SOS and Post-IPO	SOS and Post-IPO SA y's issued capital. * ting periods. * The c d in its administratio	AS, together with other share in The Post-IPO SOS and Post-IPO lirectors eligible to receive optio	centive schemes of the SAS lacks challenging ons and/or awards under the	
12	Approve the Scheme Limit	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the Post-IPO company, exceeds 5 percent of the compan performance conditions and meaningful ves Post-IPO SOS and Post-IPO SAS are involve features of the Post-IPO SOS and Post-IPO	SOS and Post-IPO SA y's issued capital. * ting periods. * The c d in its administratio	AS, together with other share in The Post-IPO SOS and Post-IPO lirectors eligible to receive optio	centive schemes of the SAS lacks challenging ons and/or awards under the	
13	Approve the Service Provider Sublimit	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the Post-IPO company, exceeds 5 percent of the compan	SOS and Post-IPO SA	AS, together with other share in	centive schemes of the	ure

company, and the limit under the Post-IPO SOS and Post-IPO SAS, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Post-IPO SOS and Post-IPO SAS lacks challenging performance conditions and meaningful vesting periods. * The directors eligible to receive options and/or awards under the Post-IPO SOS and Post-IPO SAS are involved in its administration. * The proposed amendments do not address the negative features of the Post-IPO SOS and Post-IPO SAS.

Meituan

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Issuance of Class B Shares to Orr Gordon Robert Halyburton Under the Post-IPO Share Award Scheme and Related Transactions	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the Post-IPO S company, exceeds 5 percent of the company performance conditions and meaningful vest Post-IPO SOS and Post-IPO SAS are involved features of the Post-IPO SOS and Post-IPO S	OS and Post-IPO SAS 's issued capital. * Tr ing periods. * The di I in its administration.	5, together with other share in he Post-IPO SOS and Post-IPC rectors eligible to receive optic	ncentive schemes of the O SAS lacks challenging ons and/or awards under the	
15	Approve Issuance of Class B Shares to Leng Xuesong Under the Post-IPO Share Award Scheme and Related Transactions	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the Post-IPO S company, exceeds 5 percent of the company performance conditions and meaningful vest Post-IPO SOS and Post-IPO SAS are involved features of the Post-IPO SOS and Post-IPO S	OS and Post-IPO SAS 's issued capital. * Tr ing periods. * The di I in its administration.	5, together with other share in he Post-IPO SOS and Post-IPC rectors eligible to receive optic	ncentive schemes of the O SAS lacks challenging ons and/or awards under the	
16	Approve Issuance of Class B Shares to Shum Heung Yeung Harry Under the Post-IPO Share Award Scheme and Related Transactions	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the company, and the limit under the Post-IPO S company, exceeds 5 percent of the company performance conditions and meaningful vest Post-IPO SOS and Post-IPO SAS are involved features of the Post-IPO SOS and Post-IPO S	OS and Post-IPO SAS 's issued capital. * Tr ing periods. * The di I in its administration.	5, together with other share in he Post-IPO SOS and Post-IPC rectors eligible to receive optic	ncentive schemes of the O SAS lacks challenging ons and/or awards under the	
17	Approve Amendments to the Existing Articles of Association and Adopt Seventh Amended and Restated Memorandum and Articles of Association and Related Transactions	Mgmt	For	For	For
-	nology, Inc.				
Meeting Date: 06 Record Date: 05/ Primary Security	/30/2023 Meeting Type: Annu		Ticker: 3660		

					Shares Voted: 4,840,667
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Qifu Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec		Vote Instruction
2	Elect Director Jiao Jiao	Mgmt	For	Against A	Against
	Voting Policy Rationale: A vote AGAI been ratified by shareholders. A vote establish a board on which a majorit, of a key board committee.	AGAINST non-independent o	director nominee Jiao Jiao is fi	further warranted for failing to	
3	Elect Director Fan Zhao	Mgmt	For	Against F	For
	Voting Policy Rationale: A vote AGAINST all director nominees is warranted for maintaining a long-term poison pill that has not been ratified by shareholders. A vote AGAINST non-independent director nominee Jiao Jiao is further warranted for failing to establish a board on which a majority of the directors are independent directors and for serving as a non-independent member of a key board committee.				

Qifu Technology. Inc.

Meeting Date: 06/30/2023	Country: Cayman Islands	Ticker: 3660
Record Date: 05/30/2023	Meeting Type: Annual	
Primary Security ID: G8851G100		

					Shares Voted: 1,486,725	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	
2	Elect Director Jiao Jiao Mgmt For Against Against Voting Policy Rationale: A vote AGAINST all director nominees is warranted for maintaining a long-term poison pill that has not been ratified by shareholders. A vote AGAINST non-independent director nominee Jiao Jiao is further warranted for failing to					
	establish a board on which a majority of the of a key board committee.	e directors are independ	dent directors and for servi	ng as a non-independent me	mber	
3	Elect Director Fan Zhao	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST a been ratified by shareholders. A vote AGAI establish a board on which a majority of th of a key board committee.	NST non-independent d	lirector nominee Jiao Jiao is	further warranted for failing	n to	

Savannah Energy Plc

Record Date: 06/28/2023 Meeting Type: Annual Primary Security ID: G781AA104	Meeting Date: 06/30/2023	Country: United Kingdom	Ticker: SAVE
Primary Security ID: G781AA104	Record Date: 06/28/2023	Meeting Type: Annual	
	Primary Security ID: G781AA104		

					Shares Voted: 116,566,261
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	For

Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following reason: * The Group's auditors have not provided an opinion on the Group's financial statements.

Savannah Energy Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
2	Reappoint BDO LLP as Auditors	Mgmt	For	For	For		
3	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For		
4	Elect Sarah Clark as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Items 4 & 6-10 A vote FOR the election/re-election of Sarah Clark, Djamila Ferdjani, Steve Jenkins, Joseph Pagop Noupoue, Sir Stephen O'Brien and Sylvie Rucar is warranted because no significant concerns have been identified. Item 5 A vote AGAINST the re-election of David Clarkson is warranted because: * Potential independence issues have 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	Re-elect David Clarkson as Director	Mgmt	For	Against	For		
	Voting Policy Rationale: Items 4 & 6-10 A vo Joseph Pagop Noupoue, Sir Stephen O'Brien identified. Item 5 A vote AGAINST the re-ele have been identified and he currently sits on Committees does not adhere to UK best prac	and Sylvie Rucar is warran ection of David Clarkson is v the Audit and Remuneration	ted because no significant concerns have varranted because: * Potential independ on Committees, and the composition of	ve been dence issues			
6	Elect Djamila Ferdjani as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Items 4 & 6-10 A vo Joseph Pagop Noupoue, Sir Stephen O'Brien identified. Item 5 A vote AGAINST the re-ele have been identified and he currently sits on Committees does not adhere to UK best prac	and Sylvie Rucar is warran ection of David Clarkson is v hthe Audit and Remuneration	ted because no significant concerns have varranted because: * Potential independ on Committees, and the composition of	ve been dence issues			
7	Elect Steve Jenkins as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Items 4 & 6-10 A vote FOR the election/re-election of Sarah Clark, Djamila Ferdjani, Steve Jenkins, Joseph Pagop Noupoue, Sir Stephen O'Brien and Sylvie Rucar is warranted because no significant concerns have been identified. Item 5 A vote AGAINST the re-election of David Clarkson is warranted because: * Potential independence issues have 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.						
8	Elect Joseph Pagop Noupoue as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Items 4 & 6-10 A vo Joseph Pagop Noupoue, Sir Stephen O'Brien identified. Item 5 A vote AGAINST the re-ele have been identified and he currently sits on Committees does not adhere to UK best prac	and Sylvie Rucar is warran ection of David Clarkson is v the Audit and Remuneration	ted because no significant concerns have varranted because: * Potential independ on Committees, and the composition of	ve been dence issues			
9	Re-elect Sir Stephen O'Brien as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Items 4 & 6-10 A vo Joseph Pagop Noupoue, Sir Stephen O'Brien identified. Item 5 A vote AGAINST the re-ele have been identified and he currently sits on Committees does not adhere to UK best prac	and Sylvie Rucar is warran ection of David Clarkson is v the Audit and Remuneration	ted because no significant concerns hav varranted because: * Potential independ on Committees, and the composition of	re been dence issues			
10	Elect Sylvie Rucar as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Items 4 & 6-10 A vo Joseph Pagop Noupoue, Sir Stephen O'Brien identified. Item 5 A vote AGAINST the re-ele have been identified and he currently sits on Committees does not adhere to UK best prac	and Sylvie Rucar is warran ection of David Clarkson is v the Audit and Remuneration	ted because no significant concerns hav varranted because: * Potential independ on Committees, and the composition of	ve been dence issues			
11	Authorise Issue of Equity	Mgmt	For	For	For		
	Voting Policy Rationale: Item 11 A vote FOR recommended limits. Item 12 A vote AGAINS	ST this resolution is warran			hin		

recommended limits of 20 percent of issued share capital.

Savannah Energy Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	For
	Voting Policy Rationale: Item 11 A vote FOR th recommended limits. Item 12 A vote AGAINST recommended limits of 20 percent of issued sh	this resolution is warrante			hin
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

AngloGold Ashanti Ltd.

Meeting Date: 07/05/2023	Country: South Africa	Ticker: ANG
Record Date: 06/05/2023	Meeting Type: Special	
Primary Security ID: S04255196		

					Shares Voted: 2,751,032
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For

AngloGold Ashanti Ltd.

Meeting Date: 07/05/2023	Country: South Africa	Ticker: ANG
Record Date: 06/23/2023	Meeting Type: Special	
Primary Security ID: S04255196		

					Shares Voted: 1,465,423
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	General Meeting for Ordinary Shareholders	Mgmt			
1	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For

Beijing Oriental Yuhong Waterproof Technology Co., Ltd.

Meeting Date: 07/05/2023	Country: China	Ticker: 002271
Record Date: 06/29/2023	Meeting Type: Special	
Primary Security ID: Y07729109		

					Shares Voted: 3,270,567
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Issuance of Accounts Receivable Asset-backed Notes	Mgmt	For	For	For

Beijing Oriental Yuhong Waterproof Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Registration and Issuance of Asset-backed Securities	Mgmt	For	For	For

Tata Steel Limited

	Meeting Date: 07/05/2023	Country: India	Ticker: 500470
Primary Security ID: Y8547N220	Record Date: 06/28/2023	Meeting Type: Annual	
	Primary Security ID: Y8547N220		

					Shares Voted: 27,677,813
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Dividend	Mgmt	For	For	For
4	Reelect N. Chandrasekaran as Director	Mgmt	For	Against	For

Voting Policy Rationale: Item 4: Reelect N. Chandrasekaran as Director A vote AGAINST the following nominee is warranted because: * Natarajan Chandrasekaran serves on a total of more than six public company boards, which could potentially compromise his ability to commit sufficient time to his role in the company. Item 10: Elect Shekhar C. Mande as Director A vote FOR nominee is warranted given the absence of any known issues concerning the nominee and the company's board.

5	Approve Remuneration of Cost Auditors	Mgmt	For	For	For
6	Approve Material Related Party Transaction(s) with Tata Metaliks Limited - Financial Transaction	Mgmt	For	For	For
7	Approve Material Related Party Transaction(s) between Tata Steel Minerals Canada Ltd. and IOC Sales Limited to Benefit Tata Steel UK Limited via T S Global Procurement Company Pte. Ltd	Mgmt	For	For	For
8	Approve Material Related Party Transaction(s) with Tata Motors Limited and Poshs Metal Industries Private Limited	Mgmt	For	For	For
9	Approve Material Related Party Transaction(s) between Tata Steel Downstream Products Ltd and Any of the Ancillary Entities of Tata Motors Limited	Mgmt	For	For	For
10	Elect Shekhar C. Mande as Director	Mgmt	For	For	For

Voting Policy Rationale: Item 4: Reelect N. Chandrasekaran as Director A vote AGAINST the following nominee is warranted because: * Natarajan Chandrasekaran serves on a total of more than six public company boards, which could potentially compromise his ability to commit sufficient time to his role in the company. Item 10: Elect Shekhar C. Mande as Director A vote FOR nominee is warranted given the absence of any known issues concerning the nominee and the company's board.

Century Pacific Food, Inc.

Meeting Date: 07/06/2023 Record Date: 05/16/2023 Primary Security ID: Y1249R102 Country: Philippines Meeting Type: Annual Ticker: CNPF

					Shares Voted: 2,951,800
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Minutes of Previous Meeting	Mgmt	For	For	For
2	Approve Annual Report	Mgmt	For	For	For
3	Ratify Acts of the Board of Directors and Officers	Mgmt	For	For	For
	Elect 9 Directors by Cumulative Voting	Mgmt			
4.1	Elect Christopher T. Po as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elect governance concerns in relation to the nomi			bsence of any corporate	
4.2	Elect Ricardo Gabriel T. Po as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elect governance concerns in relation to the nomi			bsence of any corporate	
4.3	Elect Teodoro Alexander T. Po as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elect governance concerns in relation to the nomi			bsence of any corporate	
4.4	Elect Leonardo Arthur T. Po as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elect governance concerns in relation to the nomi			bsence of any corporate	
4.5	Elect Regina Jacinto-Barrientos as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elect governance concerns in relation to the nomi			bsence of any corporate	
4.6	Elect Stephen Anthony T. Cuunjieng as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elect governance concerns in relation to the nomi			bsence of any corporate	
4.7	Elect Regina Roberta L. Lorenzana as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elect governance concerns in relation to the nomi			bsence of any corporate	
4.8	Elect Philip G. Soliven as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elect governance concerns in relation to the nomi			bsence of any corporate	
4.9	Elect Frances J. Yu as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elect governance concerns in relation to the nomi			bsence of any corporate	
5	Elect SGV & Co. as Independent Auditor and Fix Its Remuneration	Mgmt	For	For	For

Century Pacific Food, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Other Matters	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this resolution is warranted because the company did not disclose the other matters that will be taken up under this resolution.

Bank of Baroda

Meeting Date: 07/07/2023	Country: India	Ticker: 532134
Record Date: 06/30/2023	Meeting Type: Annual	
Primary Security ID: Y0643L141		

					Shares Voted: 10,296,646	
Proposal 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	Mgmt	For	For	For	
3	Approve Reappointment of Sanjiv Chadha as Managing Director & CEO	Mgmt	For	For	For	
4	Approve Appointment of Lalit Tyagi as Executive Director	Mgmt	For	For	For	
5	Elect Mukesh Kumar Bansal as Director	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of disclosure of Mukesh Kumar Bansal's term, which is not in line with expected and good governance practices.					
6	Approve Appointment of Debadatta Chand as Managing Director and Chief Executive Officer	Mgmt	For	For	For	

Planet Labs PBC

Meeting Date: 07/11/2023	Country: USA	Ticker: PL
Record Date: 05/15/2023	Meeting Type: Annual	
Primary Security ID: 72703X106		

					Shares Voted: 15,491
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Niccolo de Masi	Mgmt	For	Withhold	Withhold

Voting Policy Rationale: WITHHOLD votes are warranted for Niccolo de Masi for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are further warranted for Governance Committee member Vijaya Gadde given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.

Planet Labs PBC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1b	Elect Director Vijaya Gadde	Mgmt	For	Withhold	Withhold	
	Voting Policy Rationale: WITHHOLD votes a serving as a CEO of an outside company. V Gadde given the board's failure to remove, supermajority vote requirement to enact ce adversely impacts shareholder rights.	VITHHOLD votes are for or subject to a reasor	urther warranted for Governance able sunset requirement, the due	Committee member Vijay al-class capital structure, t	a he	
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	
DCC Plc						
Meeting Date: 0 Record Date: 07		leu	Ticker: DCC			
Ceculu Dale: 07	rus/2025 Meeting Type: Ann	uai				

Record Date: 07/09/2023

Primary Security ID: G2689P101

					Shares Voted: 26,649	
Proposal 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(a)	Re-elect Laura Angelini as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no significant concerns hav	e been identified.		
4(b)	Re-elect Mark Breuer as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no significant concerns hav	ve been identified.		
4(c)	Elect Katrina Cliffe as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no significant concerns hav	e been identified.		
4(d)	Re-elect Caroline Dowling as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no significant concerns hav	re been identified.		
4(e)	Re-elect David Jukes as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no significant concerns hav	re been identified.		
4(f)	Re-elect Lily Liu as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no significant concerns hav	re been identified.		
4(g)	Re-elect Kevin Lucey as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no significant concerns hav	e been identified.		
4(h)	Re-elect Donal Murphy as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these l	Directors is warranted	as no significant concerns hav	ve heen identified.		

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

DCC Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4(i)	Re-elect Alan Ralph as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	Directors is warranted a	as no significant concerns ha	ve been identified.	
4(j)	Re-elect Mark Ryan as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	Directors is warranted a	as no significant concerns ha	ve been identified.	
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Non-Executive Directors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed amo	unts and durations are within	
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed amo	unts and durations are within	
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed amo	unts and durations are within	
10	Authorise Market Purchase of Shares	Mgmt	For	For	For
11	Authorise Reissuance Price Range of Treasury Shares	Mgmt	For	For	For

Johnson Electric Holdings Ltd.

Meeting Date: 07/13/2023	Country: Bermuda	Ticker: 179
Record Date: 07/07/2023	Meeting Type: Annual	
Primary Security ID: G5150J157		

					Shares Voted: 318,586	
Proposal 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	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	
4a	Elect Michelle Mei-Shuen Low as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.				
4b	Elect Mak Wang Wing-Yee Winnie as Director	Mgmt	For	For	For	
	Voting Policy Pationalo: A voto EOP all nom	inooc ic warrantod				

Voting Policy Rationale: A vote FOR all nominees is warranted.

Johnson Electric Holdings Ltd.

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4c	Elect Patrick Blackwell Paul as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.			
4d	Elect Christopher Dale Pratt as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.			
5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without	Mgmt	For	Against	Against
	Preemptive Rights				
		ass of shares for issu	ance for cash and non-cash cons		
8	Preemptive Rights Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cla	ass of shares for issu	ance for cash and non-cash cons		
8	Preemptive Rights Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cl not specified the discount limit for issuance Authorize Reissuance of Repurchased	ass of shares for issu for cash and non-cas Mgmt ese resolutions is war ass of shares for issu	ance for cash and non-cash cons h consideration. For ranted for the following: * The a ance for cash and non-cash cons	ideration. * The company . Against ggregate share issuance lii	Against
8	Preemptive Rights Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cli- not specified the discount limit for issuance Authorize Reissuance of Repurchased Shares Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cli-	ass of shares for issu for cash and non-cas Mgmt ese resolutions is war ass of shares for issu	ance for cash and non-cash cons h consideration. For ranted for the following: * The a ance for cash and non-cash cons	ideration. * The company . Against ggregate share issuance lii	Against
	Preemptive Rights Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cl not specified the discount limit for issuance Authorize Reissuance of Repurchased Shares Voting Policy Rationale: A vote AGAINST the is greater than 10 percent of the relevant cl not specified the discount limit for issuance Adopt New Scheme and Grant of New Scheme Shares Mandate to the	ass of shares for issu for cash and non-cas Mgmt ese resolutions is war ass of shares for issu for cash and non-cas Mgmt is resolution is warrar scheme, together wi erformance condition	ance for cash and non-cash cons h consideration. For ranted for the following: * The a ance for cash and non-cash cons h consideration. For ted because: * The company co th other share incentive schemes is and meaningful vesting period	Against Against aggregate share issuance lin sideration. * The company Against uld be considered a mature s of the company, exceeds s have not been disclosed.	has Against mit has Against

Renewi Plc

Meeting Date: 07/13/2023	Country: United Kingdom	Ticker: RWI
Record Date: 07/11/2023	Meeting Type: Annual	
Primary Security ID: G7492H113		

					Shares Voted: 118,580
Proposal 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

Renewi Plc

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
4	Elect Katleen Vandeweyer as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Items 4 & 6-11 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 5 A vote FOR Bernardus (Ben) Verwaayen is warranted, although it is not without concern: * As Nomination Committee Chair, Bernardus (Ben) Verwaayen is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that there is not at least 40 percent women representation on the Board, and there is no Director from an ethnic diverse background. The main reasons for support are: * The composition of the Board was 37.5% at the reference date, which is close to the reporting requirement, and the Company has communicated a pathway to compliance pertaining to ethnic diversity "by 2024 or soon after".							
5	Re-elect Ben Verwaayen as Director	Mgmt	For	For	For			
	been identified. Item 5 A vote FOR Bernardus Nomination Committee Chair, Bernardus (Ber Board. It is highlighted that there is not at le an ethnic diverse background. The main reas	Voting Policy Rationale: Items 4 & 6-11 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 5 A vote FOR Bernardus (Ben) Verwaayen is warranted, although it is not without concern: * As Nomination Committee Chair, Bernardus (Ben) Verwaayen is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that there is not at least 40 percent women representation on the Board, and there is no Director from an ethnic diverse background. The main reasons for support are: * The composition of the Board was 37.5% at the reference date, which is close to the reporting requirement, and the Company has communicated a pathway to compliance pertaining to ethnic diversity. "hy 2024 or soon after".						
6	Re-elect Allard Castelein as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Items 4 & 6-11 A vol been identified. Item 5 A vote FOR Bernardus Nomination Committee Chair, Bernardus (Ber Board. It is highlighted that there is not at le an ethnic diverse background. The main reas date, which is close to the reporting requiren ethnic diversity "by 2024 or soon after".	s (Ben) Verwaayen is w n) Verwaayen is conside ast 40 percent women 1 sons for support are: * 1	arranted, although it is not w ered responsible for incorpora representation on the Board, o The composition of the Board	ithout concern: * As ting sufficient diversity on and there is no Director fro was 37.5% at the referen	the om ce			
7	Re-elect Jolande Sap as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Items 4 & 6-11 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 5 A vote FOR Bernardus (Ben) Verwaayen is warranted, although it is not without concern: * As Nomination Committee Chair, Bernardus (Ben) Verwaayen is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that there is not at least 40 percent women representation on the Board, and there is no Director from an ethnic diverse background. The main reasons for support are: * The composition of the Board was 37.5% at the reference date, which is close to the reporting requirement, and the Company has communicated a pathway to compliance pertaining to ethnic diversity "by 2024 or soon after".							
8	Re-elect Luc Sterckx as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Items 4 & 6-11 A vol been identified. Item 5 A vote FOR Bernardus Nomination Committee Chair, Bernardus (Ber Board. It is highlighted that there is not at lev an ethnic diverse background. The main reas date, which is close to the reporting requiren ethnic diversity "by 2024 or soon after".	s (Ben) Verwaayen is w n) Verwaayen is conside vast 40 percent women i sons for support are: * 1	arranted, although it is not w ered responsible for incorpora representation on the Board, o The composition of the Board	ithout concern: * As ting sufficient diversity on and there is no Director fro was 37.5% at the referen	om ce			
	Re-elect Neil Hartley as Director	Mgmt	For	For	For			
9								
9	Voting Policy Rationale: Items 4 & 6-11 A vot been identified. Item 5 A vote FOR Bernardus Nomination Committee Chair, Bernardus (Ber Board. It is highlighted that there is not at lev an ethnic diverse background. The main reas date, which is close to the reporting requiren ethnic diversity "by 2024 or soon after".	s (Ben) Verwaayen is w n) Verwaayen is conside ast 40 percent women i sons for support are: * 1	arranted, although it is not w ered responsible for incorpora representation on the Board, o The composition of the Board	ithout concern: * As ting sufficient diversity on and there is no Director fre was 37.5% at the referen	the om ce			
9	Voting Policy Rationale: Items 4 & 6-11 A vot been identified. Item 5 A vote FOR Bernardus Nomination Committee Chair, Bernardus (Ber Board. It is highlighted that there is not at lev an ethnic diverse background. The main reas date, which is close to the reporting requiren	s (Ben) Verwaayen is w n) Verwaayen is conside ast 40 percent women i sons for support are: * 1	arranted, although it is not w ered responsible for incorpora representation on the Board, o The composition of the Board	ithout concern: * As ting sufficient diversity on and there is no Director fre was 37.5% at the referen	the om ce			

Renewi Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
11	Re-elect Annemieke den Otter as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Items 4 & 6-11 A v been identified. Item 5 A vote FOR Bernard Nomination Committee Chair, Bernardus (B Board. It is highlighted that there is not at a an ethnic diverse background. The main rea date, which is close to the reporting require ethnic diversity "by 2024 or soon after".	lus (Ben) Verwaayen is ien) Verwaayen is cons least 40 percent wome asons for support are:	s warranted, although it is not a sidered responsible for incorpor en representation on the Board, * The composition of the Boar	without concern: * As rating sufficient diversity on , and there is no Director fro d was 37.5% at the referen	the om ce		
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	For		
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For		
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For		
15	Authorise Issue of Equity	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these r recommended limits.	esolutions is warranted	d because the proposed amour	nts and durations are within			
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		

Cadeler A/S

Meeting Date: 07/14/2023	Country: Denmark	Ticker: CADLR
Record Date: 07/07/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: K1R4A3101		

					Shares Voted: 482,568	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Elect Chairman of Meeting	Mgmt	For	For	For	
2.a	Approve Issuance of 135 Million New Shares in Connection with Merger Agreement with Eneti	Mgmt	For	For	For	
2.b	Amend Articles Re: Board Size	Mgmt	For	For	For	
2.c	Amend Articles Re: Board-Related	Mgmt	For	For	For	

Cadeler A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.d	Approve Indemnification of Members of the Board of Directors, Executive Management and Employees	Mgmt	For	For	For
3	Other Business	Mgmt			

Sendas Distribuidora SA

Meeting Date: 07/14/2023	Country: Brazil	Ticker: ASAI3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P8T81L100		

					Shares Voted: 29,308,400
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-Ratify Remuneration of Company's Management for 2022	Mgmt	For	For	Against
2	Approve Remuneration of Company's Management for 2023	Mgmt	For	For	For

Shenzhen Mindray Bio-Medical Electronics Co., Ltd.

Meeting Date: 07/18/2023	Country: China	Ticker: 300760
Record Date: 07/11/2023	Meeting Type: Special	
Primary Security ID: Y774E3101		

					Shares Voted: 1,093,234
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Kong Yu as Independent Director	Mgmt	For	For	For
2	Approve Completion of Raised Funds Investment Project and Use of Excess Raised Funds to Replenish Working Capital	Mgmt	For	For	For

Estun Automation Co., Ltd.

Meeting Date: 07/19/2023	Country: China	Ticker: 002747
Record Date: 07/12/2023	Meeting Type: Special	
Primary Security ID: Y6196S102		

Estun Automation Co., Ltd.

					Shares Voted: 6,970,907	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
1.1	Elect Wu Bo as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted giver	n the absence of any known	n issues concerning the		
1.2	Elect Wu Kan as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
1.3	Elect Zhu Chunhua as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted giver	n the absence of any known	n issues concerning the		
1.4	Elect Zhou Ailin as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted giver	n the absence of any known	n issues concerning the		
1.5	Elect He Lingjun as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted giver	n the absence of any know	n issues concerning the		
1.6	Elect Chen Yinlan as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted giver	n the absence of any know	n issues concerning the		
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
2.1	Elect Tang Wencheng as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted giver	n the absence of any known	n issues concerning the		
2.2	Elect Feng Hutian as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted giver	n the absence of any know	n issues concerning the		
2.3	Elect Chen Heng as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nominominees.	inees is warranted giver	n the absence of any known	n issues concerning the		
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt				
3.1	Elect Gu Xiaoxia as Supervisor	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR both no nominees.	minees is warranted giv	ven the absence of any kno	own issues concerning the		
3.2	Elect Sang Zhimin as Supervisor	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR both no nominees.	minees is warranted giv	en the absence of any knc	own issues concerning the		
4	Approve Allowance of Independent Directors	Mgmt	For	For	For	
5	Amend Articles of Association	Mgmt	For	For	For	

Experian Plc

Meeting Date: 07/19/2023 Record Date: 07/17/2023 Primary Security ID: G32655105 Country: Jersey Meeting Type: Annual Ticker: EXPN

					Shares Voted: 64,979			
roposal umber	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 Craig Boundy as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns h	ave been identified.				
5	Elect Kathleen DeRose as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns h	ave been identified.				
6	Elect Esther Lee as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns h	ave been identified.				
7	Elect Louise Pentland as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns h	ave been identified.				
3	Re-elect Alison Brittain as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns h	ave been identified.				
9	Re-elect Brian Cassin as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.							
10	Re-elect Caroline Donahue as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns h	ave been identified.				
.1	Re-elect Luiz Fleury as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns h	ave been identified.				
12	Re-elect Jonathan Howell as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns h	ave been identified.				
13	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns h	ave been identified.				
14	Re-elect Mike Rogers as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR these I	Directors is warranted as	s no significant concerns h	ave been identified.				
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For			
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For			
17	Authorise Issue of Equity	Mgmt	For	For	For			
	Authorise Issue of Equity 	-						

Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Experian Plc

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		
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.						
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For		

Advanced Drainage Systems, Inc.

Meeting Date: 07/20/2023	Country: USA	Ticker: WMS
Record Date: 05/26/2023	Meeting Type: Annual	
Primary Security ID: 00790R104		

					Shares Voted: 6,109
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director D. Scott Barbour	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warrai	nted.		
lb	Elect Director Anesa T. Chaibi	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warrai	nted.		
1c	Elect Director Michael B. Coleman	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warrai	nted.		
1d	Elect Director Robert M. Eversole	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the di	ector nominees is warrai	nted.		
le	Elect Director Alexander R. Fischer	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warrai	nted.		
f	Elect Director Tanya D. Fratto	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warrai	nted.		
lg	Elect Director Kelly S. Gast	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warrai	nted.		
1h	Elect Director M.A. (Mark) Haney	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warrai	nted.		
1i	Elect Director Ross M. Jones	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the di	rector nominees is warrai	nted.		
1j	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR the director nominees is warranted.

Advanced Drainage Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Carl A. Nelson, Jr.	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the a	irector nominees is warra	nted.		
11	Elect Director Anil Seetharam	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the a	irector nominees is warra	nted.		
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Kingspan Group Plc

Meeting Date: 07/20/2023	Country: Ireland	Ticker: KRX
Record Date: 07/16/2023	Meeting Type: Special	
Primary Security ID: G52654103		

					Shares Voted: 47,986	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Cancellation of the Listing of Ordinary Shares from the Premium Segment of the Official List of the Financial Conduct Authority and Remove Ordinary Shares from Trading on the London Stock Exchange plc's Main Market	Mgmt	For	For	For	

Remy Cointreau SA

Meeting Date: 07/20/2023	Country: France	Ticker: RCO
Record Date: 07/18/2023	Meeting Type: Annual/Special	
Primary Security ID: F7725A100		

					Shares Voted: 3,369
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
	Voting Policy Rationale: Votes FOR the ap and lack of concerns.	proval of the annual acco	ounts are warranted due to	the unqualified auditors' opini	ion
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the ap and lack of concerns.	proval of the annual acco	ounts are warranted due to	the unqualified auditors' opin	ion
3	Approve Allocation of Income and Dividends of EUR 3 per Share	Mgmt	For	For	For

Remy Cointreau SA

4 Approx Auditor's Special Report on Method Name Table Special Report on Method Name Table Special Report on Method Name Table Special Report on Scheman Special Special Special Special Special Special Special Special Method Special Special Special Special	Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
information and any actionate to support the existence of a consulting survices entered into with the majority submatchedies. It is therefore "monocold to accertain that the continuation of this generative is of submatchedies" interests. 5 Redect Laure Heriard Dubreallies Mgm t For For For 6 Uniting Major Jatanale: " 4 water for the non-independent nominee (Laure Heriard Dubreallies interest of subschifter interest of the independent nominee (Laure Heriard Dubreallies interest of subschifter concerns (Eller 0)." For For 6 Elect Sonia Bornet-Bernard as Director Mgm th For For For 7 Best Sonia Bornet-Bernard as Director Mgm th For For For For 8 Approor Compensation of North Reservices (CBI Decord in Station-independent nominee (Laure Heriard Dubreall) is warranted in the based of specific concerns (Eller 0). Mgm th For For For 9 Approor Compensation of Norther Bernard Station of Northe	4	Related-Party Transactions Mentioning	Mgmt	For	Against	Against	
Director Reading Policy Relationals: *A vote FOR the resoluction of this non-indegendent nominee (Suns Bonnet Genard Datama) and the absence of specific concerns (Ban 3). *A vote FOR the election of this non-indegendent nominee (Suns Bonnet Genard Datama) is warranted in the absence of specific concerns (Ban 3). *A vote FOR the election of this non-indegendent nominee (Suns Bonnet-Genard Datama) is warranted in the absence of specific concerns (Ban 3). *A vote FOR the election of this non-indegendent nominee (Suns Bonnet-Genard Datama) is warranted in the absence of specific concerns (Ban 3). *A vote FOR the election of this non-indegendent nominee (Suns Bonnet-Genard Datama) is warranted in the absence of specific concerns (Ban 3). *A vote FOR the election of this non-indegendent nominee (Suns Bonnet-Genard Datama) is warranted in the absence of specific concerns (Ban 3). *A vote FOR the election of this non-indegendent nominee (Suns Bonnet-Genard Datama) is warranted in the absence of specific concerns (Ban 3). *A vote FOR the election of this non-indegendent nominee (Suns Bonnet-Genard Datama) is warranted in the absence of specific concerns (Ban 3). *A vote FOR the election of this non-indegendent nominee (Suns Bonnet-Genard Datama) is warranted in the absence of specific concerns (Ban 3). *A vote FOR the election of this independent nominee (Suns Bonnet-Genard Datama) is warranted in the absence of specific concerns (Ban 3). *A vote FOR the election of this independent nominee (Suns Bonnet-Genard Datama) is warranted Bonnet-Genard Datama (Ban 6). 7 Approve Compensation of Marc Mgmt For For For 8 Approve Compensation of Elix Vallat, Marn Mgmt For Approve Compensation of Elix Vallat, Marn Mgmt Fo		information and any rationale to support the	e existence of a consulti	ing services entered into with	the majority shareholder. It	t is	
given the statisticatory level of based independence (36.3 percent vis.) 3.3 percent vis.) service in the statisticatory level of based independence (36.3 percent vis.) 6 Elect. Sonia Bonnet-Bernard as Director Mgmt For For 7 Reprove Compensition RDN in ondependence (36.3 percent vis.) Sonia Bonnet-Bernard as Director Mgmt For For 7 Reprove Compensition Report Mgmt For For For 8 Approve Compensition Report Mgmt For For For 9 Approve Compensition of Hurc Mgmt For For For 9 Approve Compensition of Hurc Mgmt For For For 9 Approve Compensition of Hurc Mgmt For For For 9 Approve Compensition of Eric Validit, Mgmt Mgmt For Against Against 10 Approve Compensition of Eric Validit, Mgmt Mgmt For Against Against 11 Cor Kottin policy Retinuence And Vis Acte AGAINST this retunuence and Route Acte Acte Acte Acte Acte Acte Acte Ac	5		Mgmt	For	For	For	
Voting Policy Rationale: * 4 vote POR the reelection of this non-indegendent rominee (Jaure Heriard Dubreuil) is warranted given the satisfactory level of board indegendent cos (\$3.3 percent ve s3.3.3 percent recommended) and the absence of specific concerns (Item 6). 7 Approve Compensation Report of corporated Offices Mgmt For For 8 Approve Compensation of Marc Heriard Dubreuil, Chairman of the Board Mgmt For For 9 Approve Compensation of Marc Heriard Dubreuil, Chairman of the Board Mgmt For For 10 Approve Compensation of Marc CEO Mgmt For For For 11 Approve Compensation of Marc CEO Mgmt For Approve Compensation of Marc CEO Mgmt For Approve Compensation of Marc CEO 11 Approve Compensation of Enc Vallet, CEO Mgmt For Approve Compensation of Marc CEO Approve Compensation of Enc Vallet, Mgmt For Approve Enumeration Policy of CEO Mgm		given the satisfactory level of board indepen- concerns (Item 5). * A vote FOR the election	ndence (58.3 percent vs	33.3 percent recommended)	and the absence of specific		
given the statistication yeak of board independence (\$3.3 percent vs 3.3.3 percent recommended) and the absence of specific concents (Item 6). 7 Approve Compensation Report of Marc Healting Sonia Board-Beanard) is warranted in the absence of specific concents (Item 6). For For 8 Approve Compensation of Marc Healting Dubusil, Chairman of the Board Mgmt For For For 9 Approve Compensation of Marc Healting Dubusil, Chairman of the Board Mgmt For For For 10 Approve Compensation of Eric Vallet, Marg Mgmt For Against Against 11 Approve Compensation of Eric Vallet, Marg Mgmt For Against Against 12 Approve Compensation of Eric Vallet, Marg Mgmt For Against Against 12 Approve Compensation of Eric Vallet, Marg Mgmt For Against Against 13 Approve Remuneration Policy of The assessment of the performance conditions attached to the LTIP granted creates a risk of pay the failure. Against Against 14 Approve Remuneration Policy of Compensation under view attached because * The level of disclosure wiew attached because at the assester of assestion under state and the assester at the assester of assestion under state and the assester at the	6	Elect Sonia Bonnet-Bernard as Director	Mgmt	For	For	For	
Corporate Officers Mark For For For 8 Approve Compensation of Marc Heriard Dubreuit, Chairman of the Board Mgmt For For For 9 Approve Compensation of Mark-Merile de Leusse, Chairwoman of the Board Mgmt For Against Against 10 Approve Compensation of Eric Vallat, CEO Mgmt For Against Against 11 Approve Remuneration Policy of Ceo Mgmt For Against Against 11 Approve Remuneration Policy of Ceo Mgmt For Against Against 12 Approve Remuneration Policy of Ceo Mgmt For Against Against 13 Approve Remuneration Policy of Ceo Mgmt For Against Against 13 Approve Remuneration Policy of Directors Mgmt For For For For 14 Approve Remuneration Policy of Directors Mgmt For For For For 13 Approve Remuneration Policy of Directors Mgmt For Fo		given the satisfactory level of board indepen- concerns (Item 5). * A vote FOR the election	ndence (58.3 percent vs	33.3 percent recommended)	and the absence of specific		
Heriard Dubreuil, Chairman of the Board Mgmt For For For 9 Approve Compensation of Marie-Amelie de Leusse, Chairwoman of the Board Mgmt For For Against 10 Approve Compensation of Eric Vallat, CEO Mgmt For Against Against 10 Approve Compensation of Eric Vallat, CEO Mgmt For Against Against 11 Approve Remuneration Policy of Chairman of the Board Mgmt For Against Against 11 Approve Remuneration Policy of Chairman of the Board Mgmt For Against Against 12 Approve Remuneration Policy of Chairman of the Board Mgmt For Against Against 12 Approve Remuneration Policy of CEO Mgmt For Against Against 13 Approve Remuneration Policy of Directors Mgmt For For For For 14 Authorize Repurchase of Up to 10 Precent of Issued Share Capital Mgmt For For For 13 Approve Remuneration of Repurchased Shares Mgmt For For For For <tr< td=""><td>7</td><td></td><td>Mgmt</td><td>For</td><td>For</td><td>For</td><td></td></tr<>	7		Mgmt	For	For	For	
Marke-Amelie de Leusse, Chairwoman of the Board Mgmt For Against Against 10 Approve Compensation of Eric Vallat, CCO Mgmt For Against Against 11 Approve Compensation of Eric Vallat, Coor failure, for failure, for failure, Mgmt For Against Against 11 Approve Remuneration Policy of Chairman of the Board Mgmt For Against Against 12 Approve Remuneration Policy of Compensation under related-party agreements is not disclosed. The assessment of the performance conditions not bick of any of the base salary for FY23/24 is not disclosed. * The amount of compensation under related-party agreements is not disclosed. Against Against 12 Approve Remuneration Policy of CEO Mgmt For Against Against 13 Approve Remuneration Policy of CEO Mgmt For For For 14 Approve Remuneration Policy of CEO Mgmt For For For 14 Approve Remuneration Policy of CDI point in the performance conditions nor the performance period. * There is no carp attached to exceptional remunerations. For For For 14 Approve Remuneration Policy of Directors Mgmt For	8	Heriard Dubreuil, Chairman of the	Mgmt	For	For	For	
CEO Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The level of disclosure surrounding the bonus is limited; and * The assessment of the performance conditions attached to the LTTP granted creates ar sk of pay for failure. 11 Approve Remuneration Policy of Chairman of the Board Mgmt For Against Against 12 Approve Remuneration Policy of CEO Mgmt For Against Against 13 Approve Remuneration Policy of CEO Mgmt For For For 14 Approve Remuneration Policy of CEO Mgmt For Against Against 12 Approve Remuneration Policy of CEO Mgmt For Against Against 13 Approve Remuneration Policy of CEO provide any information on the LTT grant, neither the cap, nor the performance conditions nor the performance period. * The error is no cap attached to exceptional remunerations. For For 14 Approve Remuneration Policy of Numerations Mgmt For For For 15 Authorize Repurchase of Up to 10 Mgmt For For For For 16 Authorize Capital Issuances for Use in Mgmt For For For For <t< td=""><td>9</td><td>Marie-Amelie de Leusse, Chairwoman</td><td>Mgmt</td><td>For</td><td>For</td><td>For</td><td></td></t<>	9	Marie-Amelie de Leusse, Chairwoman	Mgmt	For	For	For	
the bonus is limited; and * The assessment of the performance conditions attached to the LTTP granted creates a risk of pay for failure. Approve Remuneration Policy of Chairman of the Board Mgmt For Against Against Against 11 Approve Remuneration Policy of Chairman of the Board Mgmt For Against Against Against 12 Approve Remuneration Policy of CEO Mgmt For Against Against Against 13 Approve Remuneration Policy of CEO Mgmt For For For For 14 Approve Remuneration Policy of CEO Mgmt For Against Against 13 Approve Remuneration Policy of CEO Mgmt For For For 14 Approve Remuneration Policy of CEO Mgmt For For For 13 Approve Remuneration Policy of CEO Mgmt For For For For 14 Approve Remuneration Policy of Diversor Mgmt For For For For 15 Approve Remuneration Policy of Diversor Mgmt For For For For 16	10		Mgmt	For	Against	Against	
Chairman of the Board -		the bonus is limited; and * The assessment				-	
Idiaciosed. * The amount of compensation under related-party agreements is not disclosed.12Approve Remuneration Policy of CEOMgmtForAgainstAgainstVoting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The company does not provide any information on the LTI grant, neither the cap nor the performance conditions is nor the performance period. * The company does not provide any information on the LTI grant, neither the cap nor the performance conditions is nor the performance period. * The company does not provide any information on the LTI grant, neither the cap nor the performance period. * The company does not provide any intervine attacked to exceptional remunerations.13Approve Remuneration Policy of DirectorsMgmtForFor14Approve Remuneration Policy of DirectorsMgmtForFor15Authorize Repurchase of Up to 10 Percent of Issued Share Capital via Cancellation of Repurchased SharesMgmtForFor16Authorize Decrease in Share Capital SharesMgmtForForFor16Authorize Capital Issuances for Use in Employee Stock Purchase PlansMgmtForForFor17Authorize Filing of RequiredMgmtForForForFor	11		Mgmt	For	Against	Against	
Voting Policy Rationale: A vote AGAINST this returneration policy is warrated because: * The company does not provide any attached to exceptional returnerations.13Approve Remuneration Policy of DirectorsMgmtForFor14Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary BusinessMgmtForFor15Authorize Decrease in Share Capital SharesMgmtForForFor16Authorize Capital Issuances for Use in Employee Stock Purchase PlansMgmtForForFor17Authorize Iling of RequiredMgmtForForForFor					ase salary for FY23/24 is not		
information on the LTT grant, neither the cap, wor the performance conditions nor the performance period. * There is no cap attached to exceptional remunerations.13Approve Remuneration Policy of DirectorsMgmtForFor14Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary BusinessMgmtForFor15Authorize Decrease in Share Capital via Cancellation of Repurchased SharesMgmtForFor16Authorize Capital Issuances for Use in Employee Stock Purchase PlansMgmtForFor17Authorize Filing of RequiredMgmtForForFor	12	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against	
Directors 14 Authorize Repurchase of Up to 10 Percent of Issued Share Capital Mgmt For For 14 Extraordinary Business Mgmt For For 15 Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Mgmt For For 16 Authorize Capital Issuances for Use in Employee Stock Purchase Plans Mgmt For For For 17 Authorize Filing of Required Mgmt For For For For		information on the LTI grant, neither the ca					
Percent of Issued Share CapitalMgmt15Authorize Decrease in Share Capital via Cancellation of Repurchased SharesMgmtForFor16Authorize Capital Issuances for Use in Employee Stock Purchase PlansMgmtMgmtFor17Authorize Filing of RequiredMgmtForForFor	13		Mgmt	For	For	For	
15Authorize Decrease in Share Capital via Cancellation of Repurchased SharesMgmtForForFor16Authorize Capital Issuances for Use in Employee Stock Purchase PlansMgmtForForFor17Authorize Filing of RequiredMgmtForForFor	14		Mgmt	For	For	For	
via Cancellation of Repurchased Shares16Authorize Capital Issuances for Use in Employee Stock Purchase PlansMgmtForForFor17Authorize Filing of RequiredMgmtForForFor		Extraordinary Business	Mgmt				
Imployee Stock Purchase Plans 17 Authorize Filing of Required Mgmt For For For	15	via Cancellation of Repurchased	Mgmt	For	For	For	
	16	-	Mgmt	For	For	For	
	17		Mgmt	For	For	For	

SSE Pic

Meeting Date: 07/20/2023 Record Date: 07/18/2023 Primary Security ID: G8842P102 Country: United Kingdom Meeting Type: Annual Ticker: SSE

					Shares Voted: 77,043
Proposal 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 Gregor Alexander as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns hav	ve been identified.	
5	Re-elect Lady Elish Angiolini as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns hav	ve been identified.	
6	Re-elect John Bason as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns hav	ve been identified.	
,	Re-elect Tony Cocker as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	irectors is warranted as	no significant concerns hav	ve been identified.	
	Re-elect Debbie Crosbie as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	irectors is warranted as	no significant concerns hav	ve been identified.	
	Re-elect Helen Mahy as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	irectors is warranted as	no significant concerns hav	ve been identified.	
0	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	irectors is warranted as	no significant concerns hav	ve been identified.	
L	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	irectors is warranted as	no significant concerns hav	ve been identified.	
2	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	irectors is warranted as	no significant concerns hav	ve been identified.	
3	Re-elect Melanie Smith as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these L	irectors is warranted as	no significant concerns hav	ve been identified.	
.4	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these D	irectors is warranted as	no significant concerns hav	ve been identified.	
.5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
		Mgmt	For	For	For

SSE Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
18	Authorise Issue of Equity	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed amo	unts and durations are within		
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed amo	unts and durations are within		
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	l because the proposed amo	unts and durations are within		
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	

Polymetal International Plc

Meeting Date: 07/25/2023	Country: Jersey	Ticker: POLY
Record Date: 07/21/2023	Meeting Type: Annual	
Primary Security ID: G7179S101		

				Shares	Voted: 0
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Vote Rec Instruc	tion
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	
2	Approve Remuneration Report	Mgmt	For	For	
3	Approve Remuneration Policy	Mgmt	For	For	
4	Re-elect Vitaly Nesis as Director	Mgmt	For	For	
	Voting Policy Rationale: A vote FOR these	Directors is warranted a	s no significant concerns ha	ve been identified.	
5	Re-elect Konstantin Yanakov as Director	Mgmt	For	For	
	Voting Policy Rationale: A vote FOR these	Directors is warranted a	s no significant concerns ha	ive been identified.	
6	Re-elect Evgueni Konovalenko as Director	Mgmt	For	For	
	Voting Policy Rationale: A vote FOR these	Directors is warranted a	s no significant concerns ha	ve been identified.	
7	Re-elect Janat Berdalina as Director	Mgmt	For	For	
	Voting Policy Rationale: A vote FOR these	Directors is warranted a	s no significant concerns ha	ve been identified.	
8	Re-elect Steven Dashevsky as Director	Mgmt	For	For	
	Voting Policy Rationale: A vote FOR these	Directors is warranted a	s no significant concerns ha	ve been identified.	
9	Elect Pascale Perez as Director	Mgmt	For	For	
	Vating Palicy Patianalas A vata FOR these	Disastara is warmanted a	a na significant concorna ha	we have identified	

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

Polymetal International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
10	Elect Richard Sharko as Director	Mgmt	For	For			
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
11	Ratify AO Business Solutions and Technologies as Auditors	Mgmt	For	For			
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For			
13	Authorise Issue of Equity	Mgmt	For	For			
	Voting Policy Rationale: A vote FOR these resol recommended limits.	lutions is warranted becau	se the proposed amounts and durations	s are within			
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For			
	Voting Policy Rationale: A vote FOR these resol recommended limits.	lutions is warranted becau	se the proposed amounts and durations	s are within			
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For			
	Voting Policy Rationale: A vote FOR these resol recommended limits.	lutions is warranted becau	se the proposed amounts and durations	s are within			
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For			

Axis Bank Limited

Meeting Date: 07/28/2023	Country: India	Ticker: 532215
Record Date: 07/21/2023	Meeting Type: Annual	
Primary Security ID: Y0487S137		

Veller	s Voted: 16,249,895
Voting Proposal Mgmt Policy Vote Number Proposal Text Proponent Rec Rec Instruct	ıction
1 Accept Financial Statements and Mgmt For For For Statutory Reports For For For For	
2 Approve Dividend Mgmt For For For	
3 Reelect Ashish Kotecha as Director Mgmt For For For	

Voting Policy Rationale: Items 3 and 4: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 6: A vote FOR this resolution is warranted, although it is not without concerns for shareholders: * There is no disclosure on the quantum of stock options to be granted to the executive during his tenure or the performance conditions for vesting. * The company has not disclosed the quantum of variable pay which the executive is entitled to receive as part of his remuneration. The main reasons for support are: * Subrat Mohanty's proposed pay is deemed reasonable given the size and scale of the company's operations and is in line with market peers. * The variable pay (including stock options) is capped and subject to RBI guidelines. Remuneration of executive is subject to RBI approval.

Axis Bank Limited

oposal Imber Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4 Elect Nurani Subramanian Vishwanathan (N. S. Vishwanathan) as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3 and 4: A vote concerning the nominees and the company's although it is not without concerns for shareh the executive during his tenure or the perform variable pay which the executive is entitled to Mohanty's proposed pay is deemed reasonabl peers. * The variable pay (including stock opt subject to RBI approval.	board and committe holders: * There is no mance conditions for p receive as part of h le given the size and	e dynamics. Item 6: A vote Fo disclosure on the quantum of vesting. * The company has is remuneration. The main re scale of the company's opera	OR this resolution is warrante of stock options to be granted not disclosed the quantum o pasons for support are: * Sub ations and is in line with mark	1 to F rat
5 Approve Appointment and Remuneration of Nurani Subramanian Vishwanathan (N. S. Vishwanathan) as Non-Executive (Part-time) Chairman	Mgmt	For	For	For
6 Elect Subrat Mohanty as Director and Approve Appointment and Remuneration of Subrat Mohanty as Director and Whole-Time Director (designated as Executive Director)	Mgmt	For	For	For
Voting Policy Rationale: Items 3 and 4: A vote concerning the nominees and the company's although it is not without concerns for shareh the executive during his tenure or the perform variable pay which the executive is entitled to Mohanty's proposed pay is deemed reasonabl peers. * The variable pay (including stock opt subject to RBI approval.	board and committe holders: * There is no mance conditions for p receive as part of h le given the size and	e dynamics. Item 6: A vote F o disclosure on the quantum o vesting. * The company has is remuneration. The main re scale of the company's opera	OR this resolution is warrante of stock options to be granted not disclosed the quantum of pasons for support are: * Sub ations and is in line with mark	l to F rat
7 Approve Revision in the Remuneration Payable to Amitabh Chaudhry as Managing Director & CEO	Mgmt	For	For	For
8 Approve Revision in the Remuneration Payable to Rajiv Anand as Deputy Managing Director	Mgmt	For	For	For
9 Amend Articles of Association	Mgmt	For	For	For
10 Approve Borrowing/Raising of Funds/Foreign Currency by Issuance of Debt Securities on Private Placement Basis	Mgmt	For	For	For
11 Approve Material Related Party Transactions for Acceptance of Deposits in Current/Savings Account or Any Other Similar Accounts Permitted to be Opened Under Applicable Laws	Mgmt	For	For	For
12 Approve Material Related Party Transactions for Subscription of Securities Issued by the Related Parties and/or Purchase of Securities	Mgmt	For	For	For
(of Related or Other Unrelated Parties) from Related Parties				

Axis Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Material Related Party Transactions for Issue of Securities of the Bank to Related Parties, Payment of Interest and Redemption Amount Thereof	Mgmt	For	For	For
15	Approve Material Related Party Transactions for Receipt of Fees/Commission for Distribution of Insurance Products and Other Related Business	Mgmt	For	For	For
16	Approve Material Related Party Transactions for Fund Based or Non-Fund Based Credit Facilities Including Consequential Interest/Fees	Mgmt	For	For	For
17	Approve Material Related Party Transactions for Money Market Instruments/Term Borrowing/Term Lending (Including Repo/Reverse Repo)	Mgmt	For	For	For
18	Approve Material Related Party Transactions Pertaining to Forex and Derivative Contracts	Mgmt	For	For	For

Polymetal International Plc

Meeting Date: 07/28/2023	Country: Jersey	Ticker: POLY
Record Date: 07/26/2023	Meeting Type: Special	
Primary Security ID: G7179S101		

					Shares Voted: 645,475
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 the Main Market of the London Stock Exchange	Mgmt	For	For	For

Sao Martinho SA

Meeting Date: 07/28/2023	Country: Brazil	Ticker: SMTO3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P8493J108	Shareholders	

					Shares Voted: 1,184,523
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 5 Accordingly	Mgmt	For	For	For

Sao Martinho SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these reque proposed changes; and * The proposed amend				
3	Consolidate Bylaws	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these reque proposed changes; and * The proposed amend				
4	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	For

Sao Martinho SA

Meeting Date: 07/28/2023	Country: Brazil	Ticker: SMTO3
Record Date:	Meeting Type: Annual	
Primary Security ID: P8493J108		

					Shares Voted: 1,184,523
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended March 31, 2023	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	For	For
4	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	For

Ujjivan Financial Services Limited

Meeting Date: 07/28/2023	Country: India	Ticker: 539874
Record Date: 07/21/2023	Meeting Type: Annual	
Primary Security ID: Y9T34H105		

					Shares Voted: 2,496,077
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Narayan Anand as Director	Mgmt	For	For	For

Telecom Plus Plc

Meeting Date: 08/04/2023 Record Date: 08/02/2023 Primary Security ID: G8729H108 Country: United Kingdom Meeting Type: Annual Ticker: TEP

				Voting	Shares Voted: 129,780			
roposal lumber	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For			
2	Approve Remuneration Report	Mgmt	For	For	For			
5	Approve Remuneration Policy	Mgmt	For	For	For			
÷	Approve Incentive Plan	Mgmt	For	For	For			
	Approve Omnibus Plan	Mgmt	For	For	For			
i	Approve Final Dividend	Mgmt	For	For	For			
	Re-elect Charles Wigoder as Director	Mgmt	For	For	For			
	without concern: * Charles Wigoder continu support are: * The Company has explained	Voting Policy Rationale: Item 7 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 25-year tenure; and The main reasons for support are: * The Company has explained the reasoning for the continued appointment of the Board Chair; and Items 8-14 A vote FOR these Directors is considered warranted, as no material concerns have been identified.						
8	Re-elect Andrew Lindsay as Director	Mgmt	For	For	For			
	<i>Voting Policy Rationale: Item 7 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 25-year tenure; and The main reasons for support are: * The Company has explained the reasoning for the continued appointment of the Board Chair; and Items 8-14 A vote FOR these Directors is considered warranted, as no material concerns have been identified.</i>							
9	Re-elect Stuart Burnett as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 7 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 25-year tenure; and The main reasons for support are: * The Company has explained the reasoning for the continued appointment of the Board Chair; and Items 8-14 A vote FOR these Directors is considered warranted, as no material concerns have been identified.							
0	Re-elect Nicholas Schoenfeld as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 7 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 25-year tenure; and The main reasons for support are: * The Company has explained the reasoning for the continued appointment of the Board Chair; and Items 8-14 A vote FOR these Directors is considered warranted, as no material concerns have been identified.							
11	Re-elect Beatrice Hollond as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 7 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 25-year tenure; and The main reasons for support are: * The Company has explained the reasoning for the continued appointment of the Board Chair; and Items 8-14 A vote FOR these Directors is considered warranted, as no material concerns have been identified.							
12	Re-elect Andrew Blowers as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 7 A vote FOR without concern: * Charles Wigoder continu support are: * The Company has explained vote FOR these Directors is considered warr	es to serve on the Boar the reasoning for the co	d despite his 25-year tenure ontinued appointment of the	e; and The main reasons for e Board Chair; and Items 8-1	4 A			
13	Re-elect Suzanne Williams as Director	Mgmt	For	For	For			
	Voting Policy Rationale: Item 7 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 25-year tenure; and The main reasons for support are: * The Company has explained the reasoning for the continued appointment of the Board Chair; and Items 8-14 A work FOR these Directors is considered warranted as no material concerns have been identified							

vote FOR these Directors is considered warranted, as no material concerns have been identified.

Telecom Plus Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
14	Elect Carla Stent as Director	Mgmt	For	For	For	
	Voting Policy Rationale: Item 7 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 25-year tenure; and The main reasons for support are: * The Company has explained the reasoning for the continued appointment of the Board Chair; and Items 8-14 A vote FOR these Directors is considered warranted, as no material concerns have been identified.					
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	
18	Authorise Issue of Equity	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warrante	ed because the proposed amou	nts and durations are within		
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warrante	ed because the proposed amou	nts and durations are within		_
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warrante	ed because the proposed amou	nts and durations are within		
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	

CSB Bank Ltd.

Meeting Date: 08/08/2023	Country: India	Ticker: 542867
Record Date: 08/01/2023	Meeting Type: Annual	
Primary Security ID: Y1194P127		

					Shares Voted: 284,764	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	
2	Reelect Madhavan Menon as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
3	Approve Walker Chandiok & Co LLP, Chartered Accountants as Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	

CSB Bank Ltd.

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Reelect Sudhin Bhagwandas Choksey as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all no and the company's board and committee	-	n the absence of any known	issues concerning the nomin	iees
5	Elect Biswamohan Mahapatra as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all no and the company's board and committee	-	en the absence of any known	issues concerning the nomin	iees

Pacific Textiles Holdings Limited

Meeting Date: 08/10/2023	Country: Cayman Islands	Ticker: 1382
Record Date: 08/04/2023	Meeting Type: Annual	
Primary Security ID: G68612103		

					Shares Voted: 4,505,714	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	
2	Approve Final Dividend	Mgmt	For	For	For	
3a	Elect Tou Kit Vai as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.				
3b	Elect Sze Kwok Wing, Nigel as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nominees is warranted.					
3c	Elect Ling Chi Wo Teresa as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nominees is warranted.					
3d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	

Voting Policy Rationale: A vote AGAINST the general share issuance mandate in Item 5 is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 7 is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration, and the company has not specified the discount limit for issuance for cash and non-cash consideration.

Authorize Repurchase of Issued Share Mgmt For For For For Capital

Pacific Textiles Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST the general share issuance mandate in Item 5 is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 7 is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration, and the company has not specified the discount limit for issuance for cash and non-cash consideration.

Tata Steel Limited

Meeting Date: 08/10/2023	Country: India	Ticker: 500470
Record Date: 08/03/2023	Meeting Type: Court	
Primary Security ID: Y8547N220		

					Shares Voted: 4,916,740
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court-Ordered Meeting for Equity Shareholders	Mgmt			
1	Approve Scheme of Amalgamation	Mgmt	For	For	For

Chemplast Sanmar Ltd.

Meeting Date: 08/11/2023	Country: India	Ticker: 543336
Record Date: 08/04/2023	Meeting Type: Annual	
Primary Security ID: Y7505P185		

					Shares Voted: 492,731	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	
2	Reelect Chandran Ratnaswami as Director	Mgmt	For	Against	Abstain	
	Voting Policy Rationale: Item 2: A vote AG on a total of more than six public company his role in the company. * Chandran Ratna the most recent fiscal year, without a satis	y boards, which could p aswami has failed to att	otentially compromise his ab	ility to commit sufficient time	to	
3	Elect Vikram Taranath Hosangady as Director	Mgmt	For	For	For	
	Voting Policy Rationale: Item 2: A vote AG on a total of more than six public company his role in the company. * Chandran Ratna the most recent fiscal year, without a satis	y boards, which could p aswami has failed to att	otentially compromise his ab	ility to commit sufficient time	to	
4	Approve Remuneration of Cost Auditors	Mgmt	For	For	For	

HDFC Bank Ltd.

Meeting Date: 08/11/2023 Record Date: 08/04/2023 Primary Security ID: Y3119P190 Country: India Meeting Type: Annual Ticker: 500180

					Shares Voted: 75,598
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this res company's financial statements.	solution is warranted g	iven the absence of any kr	nown issues surrounding the	
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this res company's financial statements.	solution is warranted g	iven the absence of any kr	nown issues surrounding the	
3	Approve Dividend	Mgmt	For	For	For
4	Reelect Kaizad Bharucha as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the noi and the company's board and committee d	-	en the absence of any kno	wn issues concerning the nomir	iee
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Renu Karnad as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the non and the company's board and committee d		en the absence of any kno	wn issues concerning the nomir	iee
7	Elect Keki Mistry as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the non and the company's board and committee d		en the absence of any kno	wn issues concerning the nomir	iee
8	Authorize Issuance of Unsecured Perpetual Debt Instruments, Tier II Capital Bonds and Long Term Bonds on Private Placement Basis	Mgmt	For	For	For
9	Approve Related Party Transactions with HDFC Credila Financial Services Limited	Mgmt	For	For	For
10	Approve Related Party Transactions with HCL Technologies Limited	Mgmt	For	For	For

Inner Mongolia Yili Industrial Group Co., Ltd.

Meeting Date: 08/15/2023	Country: China	Ticker: 600887
Record Date: 08/07/2023	Meeting Type: Special	
Primary Security ID: Y408DG116		

					Shares Voted: 785,621	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Draft and Summary of Stock Ownership Plan	Mgmt	For	Against	Abstain	

Inner Mongolia Yili Industrial Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Voting Policy Rationale: A vote AGAINST is shareholders.	warranted because the	terms in the ESPP are dee	emed not in the best interest of		
2	Approve Stock Ownership Plan Management Rules	Mgmt	For	Against	Abstain	
	Voting Policy Rationale: A vote AGAINST is shareholders.	warranted because the	terms in the ESPP are dee	emed not in the best interest of		
3	Approve Repurchase and Cancellation of Performance Shares	Mgmt	For	For	For	
4	Amend Articles of Association	Mgmt	For	For	For	

AngloGold Ashanti Ltd.

Meeting Date: 08/18/2023	Country: South Africa	Ticker: ANG
Record Date: 07/11/2023	Meeting Type: Special	
Primary Security ID: S04255196		

					Shares Voted: 2,604,422
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Special Resolutions	Mgmt			
1	Approve the AGAH Sale in Terms of Sections 112 and 115 of the Companies Act	Mgmt	For	For	For
2	Approve Scheme of Arrangement in Terms of Sections 114 and 115 of the Companies Act	Mgmt	For	For	For
3	Approve Revocation of Special Resolution Number 1 and Special Resolution Number 2 if the Reorganisation Does Not Become Unconditional or is Not Continued	Mgmt	For	For	For
	Ordinary Resolution	Mgmt			
1	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For

AngloGold Ashanti Ltd.

Meeting Date: 08/18/2023	Country: South Africa	Ticker: ANG
Record Date: 08/11/2023	Meeting Type: Special	
Primary Security ID: S04255196		

					Shares Voted: 1,248,975
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction

Special Resolutions

Mgmt

AngloGold Ashanti Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve the AGAH Sale in Terms of Sections 112 and 115 of the Companies Act	Mgmt	For	For	For	
2	Approve Scheme of Arrangement in Terms of Sections 114 and 115 of the Companies Act	Mgmt	For	For	For	
3	Approve Revocation of Special Resolution Number 1 and Special Resolution Number 2 if the Reorganisation Does Not Become Unconditional or is Not Continued	Mgmt	For	For	For	
	Ordinary Resolution	Mgmt				
1	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	

The Federal Bank Limited (India)

Meeting Date: 08/18/2023	Country: India	Ticker: 500469
Record Date: 08/11/2023	Meeting Type: Annual	
Primary Security ID: Y24781182		

					Shares Voted: 20,967,290
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Declare Final Dividend	Mgmt	For	For	For
3	Reelect Shyam Srinivasan as Director	Mgmt	For	For	For
	Voting Policy Rationale: Item 3: A vote FOR nominee and the company's board and com proposed remuneration of A P Hota is comn	mittee dynamics. Item 5:	A vote FOR this resolution is warr	anted given that the	e
4	Approve Suri & Co, Chartered Accountants, Chennai and MSKA & Associates, Chartered Accountants, Mumbai as Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Appointment and Remuneration of A P Hota as Part-Time Chairman	Mgmt	For	For	For
	Voting Policy Rationale: Item 3: A vote FOR nominee and the company's board and com proposed remuneration of A P Hota is comn	mittee dynamics. Item 5:	A vote FOR this resolution is warr	anted given that the	e
6	Approve Appointment and Remuneration of Harsh Dugar as Executive Director	Mgmt	For	For	For
7	Approve Payment of Performance Linked Incentive to Ashutosh Khajuria as Executive Director	Mgmt	For	For	For

The Federal Bank Limited (India)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Payment of Compensation by way of Fixed Remuneration to Non-Executive Directors (excluding the Non-Executive Part-time Chairman)	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST thi shareholders will not get to review the payn		ted as the approval will be valic	d till perpetuity and	
9	Amend Articles of Association - Board Related	Mgmt	For	For	For
10	Approve Issuance of Equity Shares on Preferential Basis	Mgmt	For	For	For
11	Approve Raising of Funds Through Issuance of Bonds	Mgmt	For	For	For
12	Approve Increase in Borrowing Limit	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST thi worth of the company instead of a monetar, shareholder review of the borrowing limit.			•	
13	Approve The Federal Bank Limited Employee Stock Option Scheme 2023	Mgmt	For	For	For
14	Approve The Federal Bank Limited Employee Stock Incentive Scheme 2023	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST thi weightage for vesting have not been disclos		ted because: * The exact perfo	ormance conditions and their	
15	Approve Extension of The Federal Bank Limited Employee Stock Option Scheme 2023 and The Federal Bank Limited Employee Stock Incentive Scheme 2023 to Employees of Subsidiary Company(ies) / Associate Company(ies)	Mgmt	For	Against	For

360 One Wam Ltd.

Meeting Date: 08/21/2023	Country: India	Ticker: 542772
Record Date: 08/14/2023	Meeting Type: Annual	
Primary Security ID: Y8R01R106		

					Shares Voted: 996,213	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these company's financial statements.	e resolutions is warranted g	given the absence of any ki	nown issues surrounding the		
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these	e resolutions is warranted	given the absence of any ki	nown issues surrounding the		

Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.

360 One Wam Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Reelect Karan Bhagat as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these independence norms are not met (after r non-independent director nominees. The company's founder CEOs and as such, re shareholder value.	eclassification), and Ka main reason for suppo	ran Bhagat (Item 3) and Yatin S rt is: * Karan Bhagat (Item 3) a	Shah (Item 4) are Ind Yatin Shah (Item 4) are ti	he
4	Reelect Yatin Shah as Director	Mgmt	For	For	For
5	Voting Policy Rationale: A vote FOR these independence norms are not met (after r non-independent director nominees. The company's founder CEOs and as such, re shareholder value. Approve 360 ONE Employee Stock Option Scheme 2023 for the Employees of the Company	eclassification), and Ka main reason for suppo	ran Bhagat (Item 3) and Yatin S rt is: * Karan Bhagat (Item 3) a	Shah (Item 4) are Ind Yatin Shah (Item 4) are ti	<i>he</i> Against
	Voting Policy Rationale: A vote AGAINST issued with an exercise price at a discour granted with time based vesting criteria.	nt to the market price, a	as on grant date, with 35-20% o	of the options that can be	d.
6	Approve 360 ONE Employee Stock Option Scheme 2023 for the Employees of the Subsidiary Company(ies)	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST issued with an exercise price at a discour granted with time based vesting criteria.	nt to the market price, a	as on grant date, with 35-20% o	of the options that can be	d.

Zhejiang Supcon Technology Co., Ltd.

Meeting Date: 08/21/2023	Country: China	Ticker: 688777
Record Date: 08/11/2023	Meeting Type: Special	
Primary Security ID: Y989TE105		

					Shares Voted: 2,960,080
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Amendments to Articles of Association	Mgmt	For	For	For

Zhejiang Supcon Technology Co., Ltd.

Meeting Date: 08/21/2023	Country: China	Ticker: 688777
Record Date: 08/03/2023	Meeting Type: Special	
Primary Security ID: Y989TE105		

					Shares Voted: 931,655
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction

Meeting for GDR Holders

Mgmt

Zhejiang Supcon Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Amendments to Articles of Association	Mgmt	For	For	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Meeting Date: 08/22/2023	Country: Brazil	Ticker: SBSP3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P2R268136		

					Shares Voted: 3,665,500
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Dismiss Jonatas Souza de Trindade as Director	Mgmt	For	For	For
2	Elect Antonio Julio Castiglioni Neto as Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST no. the proposed board's overall lack of indepen		nominee Antonio Julio Ca	stiglioni Neto is warranted giver	7
3	Fix Number of Fiscal Council Members at Five	Mgmt	For	For	For
4	Elect Eduardo Alex Barbin Barbosa as Fiscal Council Member and Itamar Paulo de Souza Junior as Alternate	Mgmt	For	For	Against
5	Amend Remuneration of Company's Management, Fiscal Council, and Audit Committee	Mgmt	For	For	For

NARI Technology Co., Ltd.

Meeting Date: 08/23/2023	Country: China	Ticker: 600406
Record Date: 08/16/2023	Meeting Type: Special	
Primary Security ID: Y6S99Q112		

					Shares Voted: 596,627
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
1.1	Elect Shan Shewu as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all no nominees.	minees is warranted giver	n the absence of any kno	own issues concerning the	
1.2	Elect Zheng Zongqiang as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all no nominees.	minees is warranted giver	n the absence of any kno	own issues concerning the	

NARI Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Pang Lacheng as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominee nominees.	es is warranted given the a	bsence of any known issues concerning	the	
1.4	Elect Liu Hao as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominee nominees.	es is warranted given the a	bsence of any known issues concerning	the	
	ELECT SUPERVISOR VIA CUMULATIVE VOTING	Mgmt			
2.1	Elect Wu Weining as Supervisor	Mgmt	For	For	For

Prosus NV

Meeting Date: 08/23/2023	Country: Netherlands	Ticker: PRX
Record Date: 07/26/2023	Meeting Type: Annual	
Primary Security ID: N7163R103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Shares Voted: 837,843 Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Annual Report (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Abstain
	Voting Policy Rationale: A vote AGAINST is vested value of LTI awards with a large por package for FY 2022/2023 is considered ex sufficiently transparent and share options w awards vest before the third anniversary in short term incentive awarded is considered valuation discount to NAV, but which appea stock, without it necessarily being linked to ex-post targets and achievements under th	tion not subject to pe cessive (USD 61.5 mil hich are not tied to s deviation of best prac excessive. The CEO r rs to be mainly resolv company performanc	rformance conditions. * The lion) where this is mainly dr eparate performance conditi ctice recommendations. * Th eceived a USD 3.4 million bo red by selling off Tencent sh e. This is not without noting	e quantum of the overall realize iven by the SAR plan that is no ions. * A substantial part of the he quantum of discount linked onus for reducing the perceive pares and repurchasing company of the improved disclosure on the	ed ot e LTT d ny ne
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warr controversies that the board is not fulfilling		absence of any information	about significant and compellin	ng
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warr controversies that the board is not fulfilling		absence of any information	about significant and compellin	ng
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
8.1	Reelect Manisha Girotra as Non-Executive Director	Mgmt	For	For	For

exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
8.2	Reelect Rachel Jafta as Non-Executive Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these e exceeding four years; * The candidates app no known controversy concerning the candi	pear to possess the ne			5	
8.3	Reelect Mark Sorour as Non-Executive Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these e exceeding four years; * The candidates app no known controversy concerning the candi	pear to possess the ne		,	5	
8.4	Reelect Ying Xu as Non-Executive Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these e exceeding four years; * The candidates app no known controversy concerning the candi	pear to possess the ne		,	5	
9	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For	
10	Amend Articles of Association and Grant Board Authority to Issue Shares	Mgmt	For	For	For	
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For	
12	Authorize Repurchase of Shares	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is regarding volume.	warranted because th	he proposal is not in line with co	ommonly used safeguards		
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For	
14	Discuss Voting Results	Mgmt				
15	Close Meeting	Mgmt				

Contemporary Amperex Technology Co., Ltd.

Meeting Date: 08/24/2023	Country: China	Ticker: 300750
Record Date: 08/17/2023	Meeting Type: Special	
Primary Security ID: Y1R48E105		

					Shares Voted: 2,143,530
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Draft and Summary of Performance Shares Incentive Plan	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST year which also take into consideration c				the
2	Approve Methods to Assess the Performance of Plan Participants	Mgmt	For	Against	Against
	Voting Policy Rationale' A vote AGAINST	is warranted because the	performance hurdles are pro	onosed in the second half of	the

Voting Policy Rationale: A vote AGAINST is warranted because the performance hurdles are proposed in the second half of the year which also take into consideration of that from the first half of year. Its fairness may be questionable.

Contemporary Amperex Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
3	Approve Authorization of the Board to Handle All Related Matters	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST is v year which also take into consideration of th			•	the	
4	Elect Ouyang Chuying as Non-Independent Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
5.1	Elect Wu Yuhui as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomin nominees.	nees is warranted give	en the absence of any know	wn issues concerning the		
5.2	Elect Lin Xiaoxiong as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomin nominees.	nees is warranted give	en the absence of any know	wn issues concerning the		
5.3	Elect Zhao Bei as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomin nominees.	nees is warranted give	en the absence of any know	wn issues concerning the		

IndusInd Bank Limited

Meeting Date: 08/24/2023	Country: India	Ticker: 532187
Record Date: 08/17/2023	Meeting Type: Annual	
Primary Security ID: Y3990M134		

					Shares Voted: 235,575
Proposal 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	Mgmt	For	For	For
3	Reelect Sumant Kathpalia as Director	Mgmt	For	For	For
4	Authorize Board to Fix Remuneration of Joint Statutory Auditors	Mgmt	For	For	For
5	Approve Payment of Remuneration to Sumant Kathpalia as Managing Director and Chief Executive Officer	Mgmt	For	For	For
6	Approve Issuance of Long-Term Bonds/ Debt Securities on Private Placement Basis	Mgmt	For	For	For

Koc Holding A.S.

Meeting Date: 08/24/2023	Country: Turkey	Ticker: KCHOL.E
Record Date:	Meeting Type: Special	
Primary Security ID: M63751107		

Koc Holding A.S.

					Shares Voted: 4,049,367
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For
2	Receive Information in Accordance with CMB Circular II-23.2	Mgmt			
3	Approve Demerger Agreement	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these proposed transaction, and the operation is		, ,	sed sufficient information on	the
4	Amend Article 6 Re: Capital Related	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these proposed transaction, and the operation is			sed sufficient information on	the
5	Wishes	Mgmt			

Omega Energia SA

Meeting Date: 08/28/2023	Country: Brazil	Ticker: MEGA3
Record Date:	Meeting Type: Extraordinary	
	Shareholders	
Primary Security ID: P7S598100		

					Shares Voted: 2,146,978
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Stock Option Plan	Mgmt	For	Against	For

Voting Policy Rationale: A vote AGAINST this request is warranted because the proposed plan does not appear to adequately align the interests of its beneficiaries and those of the shareholders.

Reliance Industries Ltd.

Meeting Date: 08/28/2023	Country: India	Ticker: 500325
Record Date: 08/21/2023	Meeting Type: Annual	
Primary Security ID: Y72596102		

					Shares Voted: 2,510,151	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1a	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For	

Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.

Reliance Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these resol company's financial statements.	utions is warranted given t	he absence of any known issues surrou	unding the	
2	Approve Dividend	Mgmt	For	For	For
3	Reelect P. M. S. Prasad as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominee and the company's board and committee dynar	-	bsence of any known issues concerning	g the nomine	205
4	Reelect Nikhil R. Meswan as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominee and the company's board and committee dynar	-	bsence of any known issues concerning	the nomine	205
5	Approve Reappointment and Remuneration of Mukesh D. Ambani as Managing Director	Mgmt	For	For	For
6	Reelect Arundhati Bhattacharya as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominee and the company's board and committee dynar		bsence of any known issues concerning	the nomine	ees
7	Approve Remuneration of Cost Auditors	Mgmt	For	For	For
8	Amend Articles of Association - Board Related	Mgmt	For	For	For
9	Amend Object Clause of the Memorandum of Association	Mgmt	For	For	For
10	Approve Material Related Party Transactions of the Company	Mgmt	For	For	For
11	Approve Material Related Party Transactions of Subsidiaries of the Company	Mgmt	For	For	For

Equitas Small Finance Bank Ltd.

Meeting Date: 08/29/2023	Country: India	Ticker: 543243
Record Date: 08/22/2023	Meeting Type: Annual	
Primary Security ID: Y2R9VF103		

			Shares Voter		Shares Voted: 3,157,848
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Vasudevan P N as Director	Mgmt	For	For	For
3	Approve Dividend	Mgmt	For	For	For
4	Approve A S A & Associates LLP, Chartered Accountants as Auditors	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any significant concerns.

Equitas Small Finance Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Authorize Board to Fix Remuneration of Varma & Varma (V&V), Chartered Accountants, Chennai and A S A & Associates LLP, Chartered Accountants, Chennai as Joint Statutory Auditors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this pro	posal is warranted give	en the absence of any signifi	icant concerns.	
6	Approve Reappointment of Vasudevan P N as Managing Director and CEO	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re nominee and his remuneration.	esolutions is warranted	given the absence of any ki	nown issues concerning the	
7	Approve Revision of Remuneration Payable to Vasudevan P N as Managing Director and CEO	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re nominee and his remuneration.	esolutions is warranted	given the absence of any ki	nown issues concerning the	

Jubilant Foodworks Limited

Meeting Date: 08/29/2023	Country: India	Ticker: 533155
Record Date: 08/22/2023	Meeting Type: Annual	
Primary Security ID: Y4S67Z115		

					Shares Voted: 4,759,850		
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 Dividend	Mgmt	For	For	For		
3	Reelect Shamit Bhartia as Director	Mgmt	For	For	For		
4	warranted because Vikram Mehta serves compromise his ability to commit sufficier Reelect Aashti Bhartia as Director		, , , ,	<i>hich could potentially</i> For	For		
	Voting Policy Rationale: Items 3, 4, 6 and concerning the nominees and the company warranted because Vikram Mehta serves	ny's board and committe on a total of more than	ee dynamics. Item 5: A vote A six public company boards, w	GAINST this resolution is	ues		
	compromise his ability to commit sufficier	nt time to nis role in the	company.				

warranted because Vikram Mehta serves on a total of more than six public company boards, which could potentially compromise his ability to commit sufficient time to his role in the company.

Jubilant Foodworks Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
6	Reelect Deepa Misra Harris as Director	Mgmt	For	For	For	
	Voting Policy Rationale: Items 3, 4, 6 and 7. concerning the nominees and the company's warranted because Vikram Mehta serves on compromise his ability to commit sufficient t	s board and committee a total of more than si	dynamics. Item 5: A vote AGAINS & public company boards, which co	T this resolution is	ues	
7	Elect Amit Jain as Director	Mgmt	For	For	For	
ICICI Ba	Voting Policy Rationale: Items 3, 4, 6 and 7: concerning the nominees and the company's warranted because Vikram Mehta serves on compromise his ability to commit sufficient t	s board and committee a total of more than six	dynamics. Item 5: A vote AGAINS x public company boards, which co	T this resolution is	les	
			 520474			
Meeting Date: 0 Record Date: 08	-	al	Ticker: 532174			
Primary Securit	· · · · · · · · · · · · · · · · · · ·					
					Shares Voted: 8,607,562	
Proposal 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	Mgmt	For	For	For	
3	Reelect Sandeep Bakhshi as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi and the company's board and committee dy	-	n the absence of any known issues	concerning the nomin	ees	
4	Approve M S K A & Associates, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p firm, its remuneration, and the way the aud		iven the absence of any known iss	ues concerning the au	dit	
5	Approve KKC & Associates LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these p firm, its remuneration, and the way the aud	-	iven the absence of any known iss	ues concerning the au	dit	
6	Reelect Hari L. Mundra as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi and the company's board and committee dy	•	n the absence of any known issues	concerning the nomin	ees	
7	Reelect B. Sriram as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nomi and the company's board and committee dy	-	n the absence of any known issues	concerning the nomin	ees	
8	Reelect S. Madhavan as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nom	nees is warranted giver	n the absence of any known issues	concerning the nomin	ees	

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

ICICI Bank Limited

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Revision in Remuneration of Sandeep Bakhshi as Managing Director and Chief Executive Officer	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these ra There is no disclosure on the number of sto for vesting. * The company has not disclose part of his remuneration. The main reasons performance in the past. * Estimated pay is line with market peers. * The variable pay is approval.	ock options to be grante ed the quantum of perfo for support are: * Exec deemed reasonable give	d to the executive each year ormance bonus which the exe outive pay has been broadly a yen the size and scale of the	or the performance conditio ecutive is entitled to receive aligned with company company's operations and is	as : in
10	Approve Revision in Remuneration of Sandeep Batra as Executive Director	Mgmt	For	For	For
11	Approve Revision in Remuneration of Rakesh Jha as Executive Director	Mgmt	For	For	For
12	Approve Revision in Remuneration of Anup Bagchi as Executive Director	Mgmt	For	For	For
13	Approve Reappointment and Remuneration of Sandeep Bakhshi as Managing Director & Chief Executive Officer	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these of There is no disclosure on the number of sto for vesting. * The company has not disclose part of his remuneration. The main reasons performance in the past. * Estimated pay is line with market peers. * The variable pay is approval.	ck options to be grante ed the quantum of perfo for support are: * Exec deemed reasonable give	d to the executive each year ormance bonus which the exe outive pay has been broadly a yen the size and scale of the	or the performance conditio ecutive is entitled to receive aligned with company company's operations and is	as : in
14	Approve Material Related Party Transactions for Sale of Securities (Issued by Related or Unrelated Parties) to Related Party for FY2024	Mgmt	For	For	For
15	Approve Material Related Party Transactions for Current Account Deposits for FY2025	Mgmt	For	For	For
16	Approve Material Related Party Transactions for Subscription of Securities Issued by Related Parties and Purchase of Securities from Related Parties (Issued by Related or Unrelated Parties) for FY2025	Mgmt	For	For	For
17	Approve Material Related Party Transactions for Sale of Securities (Issued by Related or Unrelated Parties) to Related Parties for FY2025	Mgmt	For	For	For
18	Approve Material Related Party Transactions for Fund-Based and/or Non-Fund Based Credit Facilities for FY2025	Mgmt	For	For	For
19					

ICICI Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Material Related Party Transactions for Undertaking Reverse Repurchase (Reverse Repo) and Other Permitted Short-Term Lending Transactions with the Related Party for FY2025	Mgmt	For	For	For
21	Approve Material Related Party Transactions for Availing Manpower Services for Certain Activities from Related Party for FY2025	Mgmt	For	For	For
22	Approve Material Related Party Transactions for Availing Insurance Services from Related Party for FY2025	Mgmt	For	For	For

NHPC Limited

Meeting Date: 08/31/2023	Country: India	Ticker: 533098
Record Date: 08/24/2023	Meeting Type: Annual	
Primary Security ID: Y6268G101		

					Shares Voted: 2,920,232
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Confirm Interim Dividend and Declare Final Dividend	Mgmt	For	For	For
3	Reelect Biswajit Basu as Director	Mgmt	For	Against	Against
	Kating Balin, Batingala, Itama 2 and C. A.	the ACATAICT these was	(* Bi	

Voting Policy Rationale: Items 3 and 6: A vote AGAINST these resolutions is warranted because: * Biswajit Basu (Item 3) serves as a member of the audit committee despite being an executive director of the company. * Concerns could be raised with regards to Premkumar Goverthanan's (Item 6) potential contribution to the board given the lack of clarity on the relevance of his skills and experience. Item 7: A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee.

Authorize Board to Fix Remuneration of Joint Statutory Auditors	Mgmt	For	For	For
Approve Remuneration of Cost Auditors	Mgmt	For	For	For
Elect Premkumar Goverthanan as Director	Mgmt	For	Against	Against

Voting Policy Rationale: Items 3 and 6: A vote AGAINST these resolutions is warranted because: * Biswajit Basu (Item 3) serves as a member of the audit committee despite being an executive director of the company. * Concerns could be raised with regards to Premkumar Goverthanan's (Item 6) potential contribution to the board given the lack of clarity on the relevance of his skills and experience. Item 7: A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee.

For

For

7

6

Elect Uttam Lal as Director (Personnel) Mgmt For

Voting Policy Rationale: Items 3 and 6: A vote AGAINST these resolutions is warranted because: * Biswajit Basu (Item 3) serves as a member of the audit committee despite being an executive director of the company. * Concerns could be raised with regards to Premkumar Goverthanan's (Item 6) potential contribution to the board given the lack of clarity on the relevance of his skills and experience. Item 7: A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee.

Watches of Switzerland Group Plc

Meeting Date: 08/31/2023 Record Date: 08/29/2023 Primary Security ID: G94648105 Country: United Kingdom Meeting Type: Annual Ticker: WOSG

					Shares Voted: 189,118		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For		
2	Approve Remuneration Report	Mgmt	For	For	For		
3	Re-elect Anders Romberg as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Di	rectors is warranted as	no significant concerns ha	ave been identified.			
4	Re-elect Ian Carter as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Di	rectors is warranted as	no significant concerns ha	ave been identified.			
5	Re-elect Brian Duffy as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Di	rectors is warranted as	no significant concerns ha	ave been identified.			
6	Re-elect Tea Colaianni as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Di	rectors is warranted as	no significant concerns ha	ave been identified.			
7	Re-elect Rosa Monckton as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Di	rectors is warranted as	no significant concerns ha	ave been identified.			
3	Re-elect Robert Moorhead as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
9	Re-elect Chabi Nouri as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these Di	rectors is warranted as	no significant concerns ha	ave been identified.			
0	Reappoint Ernst & Young 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		
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted i	because the proposed amo	ounts and durations are within			
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted i	because the proposed amo	ounts and durations are within			
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re recommended limits.	solutions is warranted i	because the proposed amo	ounts and durations are within			
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For		

Watches of Switzerland Group Plc

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

Ashtead Group Plc

5

6

7

Meeting Date: 09/06/2023	Country: United Kingdom	Ticker: AHT	
Record Date: 09/04/2023	Meeting Type: Annual		
Primary Security ID: G05320109			

					Shares Voted: 14,209
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	For	For

Voting Policy Rationale: Item 4 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 5-12 * A vote FOR these Directors is warranted as no significant concerns have been identified.

Re-elect Brendan Horgan as Director	Mamt	For	For For	

Voting Policy Rationale: Item 4 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 5-12 * A vote FOR these Directors is warranted as no significant concerns have been identified.

Re-elect Michael Pratt as Director	Mamt	For	For For

Voting Policy Rationale: Item 4 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 5-12 * A vote FOR these Directors is warranted as no significant concerns have been identified.

Re-elect Angus Cockburn as Director	Mgmt	For	For For
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Voting Policy Rationale: Item 4 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 5-12 * A vote FOR these Directors is warranted as no significant concerns have been identified.

Ashtead Group Plc

roposal umber	Proposal Text	Proponent	Mgmt Rec	Policy Rec	Vote Instruction
8	Re-elect Lucinda Riches as Director	Mgmt	For	For	For
	Voting Policy Rationale: Item 4 A vote FOR I Board Chair and Nomination Committee Cha diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compan consideration during succession planning acc and ethnic diversity at board level. Item 5-1. identified.	ir, Paul Walker is con the Board's composit rersity, with no femal ny acknowledges the tivities. * The Compa	sidered ultimately responsible f ion does not meet one of the tl e directors currently serving in a diversity target that was not m ny meets diversity targets in res	or incorporating sufficient nree primary targets set out a senior board position. The et and that it will be taken i spect of female composition	in nto
9	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
	Voting Policy Rationale: Item 4 A vote FOR I Board Chair and Nomination Committee Cha diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compar consideration during succession planning acc and ethnic diversity at board level. Item 5-1. identified.	ir, Paul Walker is con the Board's composit rersity, with no femal ny acknowledges the tivities. * The Compa	sidered ultimately responsible f ion does not meet one of the tl e directors currently serving in a diversity target that was not m ny meets diversity targets in res	or incorporating sufficient aree primary targets set out a senior board position. The et and that it will be taken i spect of female composition	in nto
10	Re-elect Lindsley Ruth as Director	Mgmt	For	For	For
	Reard Chair and Nemination Committee Cha				
	Board Chair and Nomination Committee Cha diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compa consideration during succession planning ac and ethnic diversity at board level. Item 5-1. identified.	the Board's composit versity, with no femal ny acknowledges the tivities. * The Compa 2 * A vote FOR these	ion does not meet one of the th e directors currently serving in a diversity target that was not m ny meets diversity targets in re Directors is warranted as no si	nree primary targets set out a senior board position. The et and that it will be taken i spect of female composition gnificant concerns have bee	nto n
11	diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compa consideration during succession planning acc and ethnic diversity at board level. Item 5-1.	the Board's composit rersity, with no femal ny acknowledges the tivities. * The Compa	ion does not meet one of the th e directors currently serving in a diversity target that was not m ny meets diversity targets in rea	nee primary targets set out a senior board position. The et and that it will be taken i spect of female composition	nto
11	diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compan consideration during succession planning ac and ethnic diversity at board level. Item 5-1. identified.	the Board's composit versity, with no femal ny acknowledges the tivities. * The Compa 2 * A vote FOR these Mgmt Paul Walker is warran ir, Paul Walker is con- the Board's composit versity, with no femal ny acknowledges the tivities. * The Compa	ion does not meet one of the the e directors currently serving in a diversity target that was not me ny meets diversity targets in rest. Directors is warranted as no signature For ted, however it is not without of sidered ultimately responsible for ion does not meet one of the the e directors currently serving in a diversity target that was not me ny meets diversity targets in rest.	aree primary targets set out a senior board position. The et and that it will be taken i spect of female composition gnificant concerns have bee For For oncern for shareholders: * , for incorporating sufficient a senior board position. The et and that it will be taken i spect of female composition	nto n For 4s in nto
11	diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compan consideration during succession planning act and ethnic diversity at board level. Item 5-1. identified. Re-elect Jill Easterbrook as Director Voting Policy Rationale: Item 4 A vote FOR I Board Chair and Nomination Committee Cha diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compan consideration during succession planning act and ethnic diversity at board level. Item 5-1.	the Board's composit versity, with no femal ny acknowledges the tivities. * The Compa 2 * A vote FOR these Mgmt Paul Walker is warran ir, Paul Walker is con- the Board's composit versity, with no femal ny acknowledges the tivities. * The Compa	ion does not meet one of the the e directors currently serving in a diversity target that was not me ny meets diversity targets in rest. Directors is warranted as no signature For ted, however it is not without of sidered ultimately responsible for ion does not meet one of the the e directors currently serving in a diversity target that was not me ny meets diversity targets in rest.	aree primary targets set out a senior board position. The et and that it will be taken i spect of female composition gnificant concerns have bee For For oncern for shareholders: * , for incorporating sufficient a senior board position. The et and that it will be taken i spect of female composition	nto n For 4s in nto
	diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compar- consideration during succession planning acc and ethnic diversity at board level. Item 5-1. identified. Re-elect Jill Easterbrook as Director Voting Policy Rationale: Item 4 A vote FOR I Board Chair and Nomination Committee Cha diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compar consideration during succession planning acc and ethnic diversity at board level. Item 5-1. identified.	the Board's composit versity, with no femal ny acknowledges the tivities. * The Compa 2 * A vote FOR these Mgmt Paul Walker is warran ir, Paul Walker is con the Board's composit versity, with no femal ny acknowledges the tivities. * The Compa 2 * A vote FOR these Mgmt Paul Walker is warran ir, Paul Walker is con the Board's composit versity, with no femal ny acknowledges the tivities. * The Compa	ion does not meet one of the the e directors currently serving in a diversity target that was not me ny meets diversity targets in rest. Directors is warranted as no signation For ted, however it is not without of sidered ultimately responsible fi to does not meet one of the the e diversity target that was not me ny meets diversity targets in rest. Directors is warranted as no signation for ted, however it is not without of sidered ultimately responsible fi to diversity target that was not me diversity target that was not me process is warranted as no signation for ted, however it is not without of sidered ultimately responsible fi diversity target that was not me diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity target in rest. diversity target that was not me ny meets diversity target in rest. diversity target that was not me ny meets diversity target that was ny meets di	The primary targets set out a senior board position. The et and that it will be taken i spect of female composition gnificant concerns have been For oncern for shareholders: * , for incorporating sufficient a senior board position. The et and that it will be taken i spect of female composition gnificant concerns have been For oncern for shareholders: * , for incorporating sufficient the perimary targets set out a senior board position. The et and that it will be taken i spect of female composition. The et and that it will be taken i	nto n For s for
	diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compan- consideration during succession planning act and ethnic diversity at board level. Item 5-1. identified. Re-elect Jill Easterbrook as Director Voting Policy Rationale: Item 4 A vote FOR I Board Chair and Nomination Committee Cha diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compan consideration during succession planning act and ethnic diversity at board level. Item 5-1. identified. Re-elect Renata Ribeiro as Director Voting Policy Rationale: Item 4 A vote FOR I Board Chair and Nomination Committee Cha diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compan consideration during succession planning act diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compan consideration during succession planning act and ethnic diversity at board level. Item 5-1.	the Board's composit versity, with no femal ny acknowledges the tivities. * The Compa 2 * A vote FOR these Mgmt Paul Walker is warran ir, Paul Walker is con the Board's composit versity, with no femal ny acknowledges the tivities. * The Compa 2 * A vote FOR these Mgmt Paul Walker is warran ir, Paul Walker is con the Board's composit versity, with no femal ny acknowledges the tivities. * The Compa	ion does not meet one of the the e directors currently serving in a diversity target that was not me ny meets diversity targets in rest. Directors is warranted as no signation For ted, however it is not without of sidered ultimately responsible fi to does not meet one of the the e diversity target that was not me ny meets diversity targets in rest. Directors is warranted as no signation for ted, however it is not without of sidered ultimately responsible fi to diversity target that was not me diversity target that was not me process is warranted as no signation for ted, however it is not without of sidered ultimately responsible fi diversity target that was not me diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity targets in rest. diversity target that was not me ny meets diversity target in rest. diversity target that was not me ny meets diversity target in rest. diversity target that was not me ny meets diversity target that was ny meets di	The primary targets set out a senior board position. The et and that it will be taken i spect of female composition gnificant concerns have been For oncern for shareholders: * , for incorporating sufficient a senior board position. The et and that it will be taken i spect of female composition gnificant concerns have been For oncern for shareholders: * , for incorporating sufficient the perimary targets set out a senior board position. The et and that it will be taken i spect of female composition. The et and that it will be taken i	nto n For s for
12	diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compan- consideration during succession planning act and ethnic diversity at board level. Item 5-1. identified. Re-elect Jill Easterbrook as Director Voting Policy Rationale: Item 4 A vote FOR I Board Chair and Nomination Committee Cha diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compan consideration during succession planning act and ethnic diversity at board level. Item 5-1. identified. Re-elect Renata Ribeiro as Director Voting Policy Rationale: Item 4 A vote FOR I Board Chair and Nomination Committee Cha diversity on the Board. It is highlighted that the FCA Listing Rules in respect of board div main reasons for support are: * The Compan consideration during succession planning act and ethnic diversity at board level. Item 5-1. identified. Re-elect Renata Ribeiro as Director	the Board's composit versity, with no femali ny acknowledges the tivities. * The Compa 2 * A vote FOR these Mgmt Paul Walker is warran- tir, Paul Walker is con- the Board's composit versity, with no femali ny acknowledges the tivities. * The Compa 2 * A vote FOR these Mgmt Paul Walker is warran- tir, Paul Walker is con- the Board's composit versity, with no femali ny acknowledges the tivities. * The Compa 2 * A vote FOR these 2 * A vote FOR these	ion does not meet one of the the directors currently serving in a diversity target that was not meny meets diversity targets in results. Directors is warranted as no signature of the transformer of the t	aree primary targets set out a senior board position. The et and that it will be taken i spect of female composition gnificant concerns have been For oncern for shareholders: * , for incorporating sufficient a senior board position. The et and that it will be taken i spect of female composition gnificant concerns have been For oncern for shareholders: * , for incorporating sufficient a senior board position. The et and that it will be taken i spect of female composition gnificant concerns have been et and that it will be taken i spect of female composition. The et and that it will be taken i spect of female composition gnificant concerns have been	nto n For 4s in For 4s in nto n in

Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these reso recommended limits.	lutions is warranted becau	se the proposed amounts and duration.	s are within	
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these reso recommended limits.	lutions is warranted becau	se the proposed amounts and duration.	s are within	
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

Jet2 Plc

Meeting Date: 09/07/2023	Country: United Kingdom	Ticker: JET2
Record Date: 09/05/2023	Meeting Type: Annual	
Primary Security ID: G5112P101		

					Shares Voted: 43,090
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST the Executive Directors under the Share P		-	-	
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Philip Meeson as Director	Mgmt	For	Abstain	Abstain
	Voting Policy Rationale: Item 3 An ABSTE Director and is currently a member of the recommendations; and * He is the Board governance practices, and it is noted that guidelines. A vote FOR this resolution is v either in favour or against and who do no election of Robin Terrell, Simon Breakwel	Remuneration Committe Chair who is considered the composition of the A varranted for those share trecognise an abstention	ee, which is not in line with U to be ultimately responsible f Audit Committee is not compl holders in markets who have n as a valid option. Items 4-6	K best practice for the Company's corporate liant with recommended a fiduciary responsibility to v 5 A vote FOR the re-election o	rote r
	Re-elect Robin Terrell as Director	Mamt	For	For	For

Director and is currently a member of the Remuneration Committee, which is not in line with UK best practice recommendations; and * He is the Board Chair who is considered to be ultimately responsible for the Company's corporate governance practices, and it is noted that the composition of the Audit Committee is not compliant with recommended guidelines. 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 4-6 A vote FOR the re-election or election of Robin Terrell, Simon Breakwell and Angela Luger is warranted because no significant concerns have been identified.

Jet2 Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Simon Breakwell as Director	Mgmt	For	For	For
	Voting Policy Rationale: Item 3 An ABSTEI Director and is currently a member of the recommendations; and * He is the Board governance practices, and it is noted that guidelines. A vote FOR this resolution is w either in favour or against and who do not election of Robin Terrell, Simon Breakwell	Remuneration Commi Chair who is considere the composition of the arranted for those sha t recognise an abstent	ittee, which is not in line with ed to be ultimately responsible e Audit Committee is not comp areholders in markets who hav ion as a valid option. Items 4-	UK best practice e for the Company's corporate oliant with recommended ve a fiduciary responsibility to -6 A vote FOR the re-election c	vote or
6	Elect Angela Luger as Director	Mgmt	For	For	For
	Voting Policy Rationale: Item 3 An ABSTEI Director and is currently a member of the recommendations; and * He is the Board governance practices, and it is noted that guidelines. A vote FOR this resolution is w either in favour or against and who do noi election of Robin Terrell, Simon Breakwell	Remuneration Commi Chair who is considere the composition of the arranted for those sha t recognise an abstent	ittee, which is not in line with ed to be ultimately responsible e Audit Committee is not comp areholders in markets who hav ion as a valid option. Items 4-	UK best practice e for the Company's corporate pliant with recommended ve a fiduciary responsibility to -6 A vote FOR the re-election c	vote or
7	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
9	Approve Increase in the Maximum Aggregate Fees Payable to Directors	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these recommended limits.	resolutions is warrant	ed because the proposed amo	ounts and durations are within	
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these recommended limits.	resolutions is warrant	ed because the proposed amo	ounts and durations are within	
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these recommended limits.	resolutions is warrant	ed because the proposed amo	ounts and durations are within	
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Anjoy Foods Group Co., Ltd.

Meeting Date: 09/11/2023	Country: China	Ticker: 603345
Record Date: 09/01/2023	Meeting Type: Special	
Primary Security ID: Y265F3109		

					Shares Voted: 2,379,944
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Interim Profit Distribution	Mgmt	For	For	For

Tata Steel Limited

Meeting Date: 09/11/2023 Record Date: 08/04/2023 Primary Security ID: Y8547N220 Country: India Meeting Type: Special Ticker: 500470

					Shares Voted: 3,894,516	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Postal Ballot	Mgmt				
1	Approve Material Related Party Transaction(s) with Angul Energy Limited	Mgmt	For	For	For	
2	Approve Material Related Party Transaction(s) with Tata Projects Limited	Mgmt	For	For	For	
3	Approve Material Related Party Transaction(s) between Tata Steel Downstream Products Limited and Tata Motors Limited	Mgmt	For	For	For	
4	Approve Material Modification of the Related Party Transaction(s) with Tata Motors Limited and Poshs Metal Industries Private Limited	Mgmt	For	For	For	
5	Approve Reappointment and Remuneration of T.V. Narendran as Chief Executive Officer and Managing Director	Mgmt	For	For	For	

Hundsun Technologies, Inc.

shareholders.

Meeting Date: 09/12/2023	Country: China	Ticker: 600570
Record Date: 09/07/2023	Meeting Type: Special	
Primary Security ID: Y3041V109		

					Shares Voted: 5,217,272	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Draft and Summary of Employee Share Purchase Plan	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST is shareholders.					
2	Approve Methods to Assess the Performance of Plan Participants Regarding Employee Share Purchase Plan	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST is shareholders.	warranted because the	terms in the ESPP are de	emed not in the best interest of		
3	Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST is	warranted because the	terms in the ESPP are de	emed not in the best interest of		

Hundsun Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
4	Approve Stock Option Incentive Plan and Its Summary	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote AGAINST is v the year which also take into consideration c eligible to receive options under the scheme	of that from the first h	alf of year. Its fairness may l		of.		
5	Approve Methods to Assess the Performance of Plan Participants Regarding Stock Option Incentive Plan	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the vear which also take into consideration of that from the first half of year. Its fairness may be questionable. * a director eligible to receive options under the scheme is involved in the administration of the scheme.						
6	Approve Authorization of the Board to Handle All Matters Related to Stock Option Incentive Plan	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also take into consideration of that from the first half of year. Its fairness may be questionable. * a director eligible to receive options under the scheme is involved in the administration of the scheme.						
7	Approve Change of Registered Address and Amend Articles of Association	Mgmt	For	For	For		

ReNew Energy Global Plc

Meeting Date: 09/12/2023	Country: United Kingdom	Ticker: RNW
Record Date: 08/10/2023	Meeting Type: Annual	
Primary Security ID: G7500M104		

					Shares Voted: 4,345		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For		
2	Approve Director's Remuneration Report	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Vesting of long-term incentive awards granted to the CEO during the year is not conditional on the achievement of performance hurdles; and * These long-term incentive awards feature a vesting period of less than three years.						
3	Elect Director Manoj Singh	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
4	Elect Director Sumantra Chakrabarti	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
5	Elect Director Vanitha Narayanan	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the director nominees is warranted.						
6	Elect Director Paula Gold-Williams	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the di	irector nominees is warra	nted.				
7	Elect Director Nicoletta Giadrossi	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the d	irector nominees is warra	nted.				

Voting Policy Rationale: A vote FOR the director nominees is warranted.

ReNew Energy Global Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
8	Elect Director Philip Graham New	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR the di	irector nominees is wari	ranted.				
9	Reappoint KNAV Limited as Auditors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this p	roposal to ratify the aud	ditor is warranted.				
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR this p	roposal to ratify the aud	ditor is warranted.				
11	Amend Omnibus Stock Plan	Mgmt	For	For	For		
12	Amend Omnibus Stock Plan	Mgmt	For	For	For		
13	Authorise Issue of Equity	Mgmt	For	Against	For		
	Voting Policy Rationale: A vote AGAINST t authority exceed recommended limits of 3 percent of issued share capital for share is than 18 months, contrary to recommende	33 percent of issued sha ssuances without pre-ei	re capital for share issuances	s with pre-emptive rights and 2	20		
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The proposed amounts under the general authority exceed recommended limits of 33 percent of issued share capital for share issuances with pre-emptive rights and 20 percent of issued share capital for share issuances without pre-emptive rights; and * The duration of the proposals is longer than 18 months, contrary to recommended limits.						
		d limits.					

Shandong Pharmaceutical Glass Co., Ltd.

Meeting Date: 09/13/2023	Country: China	Ticker: 600529
Record Date: 09/07/2023	Meeting Type: Special	
Primary Security ID: Y7678P103		

					Shares Voted: 496,100
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Accounting Firm Selection System	Mgmt	For	For	For

Proya Cosmetics Co., Ltd.

Meeting Date: 09/14/2023	Country: China	Ticker: 603605
Record Date: 09/07/2023	Meeting Type: Special	
Primary Security ID: Y7S88X100		

					Shares Voted: 76,720
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Interim Profit Distribution	Mgmt	For	For	For

Proya Cosmetics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles of Association	Mgmt	For	For	For
3	Amend External Investment Operation Decision-making Management System	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST is war covered under the proposed amendments.	ranted given the company	has not specified the details and the p	rovisions	
4	Approve to Formulate Entrusted Financial Management System	Mgmt	For	For	For

Vatime

Ryanair Holdings Plc

4a

Meeting Date: 09/14/2023	Country: Ireland	Ticker: RYA
Record Date: 09/10/2023	Meeting Type: Annual	
Primary Security ID: G7727C186		

					Shares Voted: 40,421
Proposal 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 item is warranted: * The amended remuneration policy reflects the changes to the CEO's arrangements as a result of Michael O'Leary's contract extension. A key feature is the 'rolling-over' of an option plan, covering 10 million options, with a strike price of 11.12. The heart of the concern is quantum. Should the options materialise, the potential benefit is very large. The merits of the approach are acknowledged: it is fully transparent, simple, and shareholder aligned. However, this does not fully offset the concern with the potential size of the award.

Elect	Eam	oni	n Bre	nna	in a	rect			Mg	gm	t			For						For		For	
								 		_													

Voting Policy Rationale: Items 4a-4c, 4i & 4I A vote FOR the election and re-election of these Directors is considered warranted in the absence of any significant concerns. Items 4d-4f, 4h & 4k A vote FOR the re-election of these Directors is considered warranted, although not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, where departures from market practice continue to be noted. * Some of the NEDs hold outstanding performance-based share options, and as a result, they are not classified as independent by ISS. As such, their membership on the Board cause non-compliance with best practice. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. * Louise Phelan has now served on the Board for 10 years, beyond the nine-year limit set out under the UK Code. The main reasons for support are: * The Company has succession plans in place, showing progress in this respect. Louise Phelan's tenure has been extended for a further year to facilitate additional succession planning. * The removal of non-independent directors at this time will be disruptive to the overall composition of the Board. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments. Items 4g and 4j A vote AGAINST the re-election of these Directors is considered warranted: * In addition to their outstanding options causing potential independence concerns, both Michael Cawley and Howard Millar have longstanding links with Group CEO Michael O'Leary. The Board lacks sufficient independent representation as a result. * Michael Cawley remains a member of the Remuneration Committee.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4b	Elect Elisabeth Kostinger as Director	Mgmt	For	For	For

Voting Policy Rationale: Items 4a-4c, 4i & 4l A vote FOR the election and re-election of these Directors is considered warranted in the absence of any significant concerns. Items 4d-4f, 4h & 4k A vote FOR the re-election of these Directors is considered warranted, although not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, where departures from market practice continue to be noted. * Some of the NEDs hold outstanding performance-based share options, and as a result, they are not classified as independent by ISS. As such, their membership on the Board cause non-compliance with best practice. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. * Louise Phelan has now served on the Board for 10 years, beyond the nine-year limit set out under the UK Code. The main reasons for support are: * The Company has succession plans in place, showing progress in this respect. Louise Phelan's tenure has been extended for a further year to facilitate additional succession planning. * The removal of non-independent directors at this time will be disruptive to the overall composition of the Board. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments. Items 4g and 4j A vote AGAINST the re-election of these Directors is considered warranted: * In addition to their outstanding options causing potential independence concerns, both Michael Cawley and Howard Millar have longstanding links with Group CEO Michael O'Leary. The Board lacks sufficient independent representation as a result. * Michael Cawley remains a member of the Remuneration Committee.

Elect Anne Nolan as Director Mgmt For For For For		Elect Anne Nolan as Director	Mgmt	For	For	
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Voting Policy Rationale: Items 4a-4c, 4i & 4l A vote FOR the election and re-election of these Directors is considered warranted in the absence of any significant concerns. Items 4d-4f, 4h & 4k A vote FOR the re-election of these Directors is considered warranted, although not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, where departures from market practice continue to be noted. * Some of the NEDs hold outstanding performance-based share options, and as a result, they are not classified as independent by ISS. As such, their membership on the Board cause non-compliance with best practice. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. * Louise Phelan has now served on the Board for 10 years, beyond the nine-year limit set out under the UK Code. The main reasons for support are: * The Company has succession plans in place, showing progress in this respect. Louise Phelan's tenure has been extended for a further year to facilitate additional succession planning. * The removal of non-independent directors at this time will be disruptive to the overall composition of the Board. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments. Items 4g and 4j A vote AGAINST the re-election of these Directors is considered warranted: * In addition to their outstanding options causing potential independence concerns, both Michael Cawley and Howard Millar have longstanding links with Group CEO Michael O'Leary. The Board lacks sufficient independent representation as a result. * Michael Cawley remains a member of the Remuneration Committee.

Re-elect Stan McCarthy as Director	Mgmt	For	For For
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Voting Policy Rationale: Items 4a-4c, 4i & 4l A vote FOR the election and re-election of these Directors is considered warranted in the absence of any significant concerns. Items 4d-4f, 4h & 4k A vote FOR the re-election of these Directors is considered warranted, although not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, where departures from market practice continue to be noted. * Some of the NEDs hold outstanding performance-based share options, and as a result, they are not classified as independent by ISS. As such, their membership on the Board cause non-compliance with best practice. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. * Louise Phelan has now served on the Board for 10 years, beyond the nine-year limit set out under the UK Code. The main reasons for support are: * The Company has succession plans in place, showing progress in this respect. Louise Phelan's tenure has been extended for a further year to facilitate additional succession planning. * The removal of non-independent directors at this time will be disruptive to the overall composition of the Board. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments. Items 4g and 4j A vote AGAINST the re-election of these Directors is considered warranted: * In addition to their outstanding options causing potential independence concerns, both Michael Cawley and Howard Millar have longstanding links with Group CEO Michael O'Leary. The Board lacks sufficient independent representation as a result. * Michael Cawley remains a member of the Remuneration Committee.

4c

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4e	Re-elect Louise Phelan as Director	Mgmt	For	For	For

Voting Policy Rationale: Items 4a-4c, 4i & 4l A vote FOR the election and re-election of these Directors is considered warranted in the absence of any significant concerns. Items 4d-4f, 4h & 4k A vote FOR the re-election of these Directors is considered warranted, although not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, where departures from market practice continue to be noted. * Some of the NEDs hold outstanding performance-based share options, and as a result, they are not classified as independent by ISS. As such, their membership on the Board cause non-compliance with best practice. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. * Louise Phelan has now served on the Board for 10 years, beyond the nine-year limit set out under the UK Code. The main reasons for support are: * The Company has succession plans in place, showing progress in this respect. Louise Phelan's tenure has been extended for a further year to facilitate additional succession planning. * The removal of non-independent directors at this time will be disruptive to the overall composition of the Board. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments. Items 4g and 4j A vote AGAINST the re-election of these Directors is considered warranted: * In addition to their outstanding options causing potential independence concerns, both Michael Cawley and Howard Millar have longstanding links with Group CEO Michael O'Leary. The Board lacks sufficient independent representation as a result. * Michael Cawley remains a member of the Remuneration Committee.

Re-elect Roisin Brennan as Director	Mgmt	For	For	For
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Voting Policy Rationale: Items 4a-4c, 4i & 4l A vote FOR the election and re-election of these Directors is considered warranted in the absence of any significant concerns. Items 4d-4f, 4h & 4k A vote FOR the re-election of these Directors is considered warranted, although not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, where departures from market practice continue to be noted. * Some of the NEDs hold outstanding performance-based share options, and as a result, they are not classified as independent by ISS. As such, their membership on the Board cause non-compliance with best practice. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. * Louise Phelan has now served on the Board for 10 years, beyond the nine-year limit set out under the UK Code. The main reasons for support are: * The Company has succession plans in place, showing progress in this respect. Louise Phelan's tenure has been extended for a further year to facilitate additional succession planning. * The removal of non-independent directors at this time will be disruptive to the overall composition of the Board. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments. Items 4g and 4j A vote AGAINST the re-election of these Directors is considered warranted: * In addition to their outstanding options causing potential independence concerns, both Michael Cawley and Howard Millar have longstanding links with Group CEO Michael O'Leary. The Board lacks sufficient independent representation as a result. * Michael Cawley remains a member of the Remuneration Committee.

Re-elect Michael Cawley as Director	Mgmt	For	Against For
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Voting Policy Rationale: Items 4a-4c, 4i & 4l A vote FOR the election and re-election of these Directors is considered warranted in the absence of any significant concerns. Items 4d-4f, 4h & 4k A vote FOR the re-election of these Directors is considered warranted, although not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, where departures from market practice continue to be noted. * Some of the NEDs hold outstanding performance-based share options, and as a result, they are not classified as independent by ISS. As such, their membership on the Board cause non-compliance with best practice. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. * Louise Phelan has now served on the Board for 10 years, beyond the nine-year limit set out under the UK Code. The main reasons for support are: * The Company has succession plans in place, showing progress in this respect. Louise Phelan's tenure has been extended for a further year to facilitate additional succession planning. * The removal of non-independent directors at this time will be disruptive to the overall composition of the Board. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments. Items 4g and 4j A vote AGAINST the re-election of these Directors is considered warranted: * In addition to their outstanding options causing potential independence concerns, both Michael Cawley and Howard Millar have longstanding links with Group CEO Michael O'Leary. The Board lacks sufficient independent representation as a result. * Michael Cawley remains a member of the Remuneration Committee.

4f

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4h	Re-elect Emer Daly as Director	Mgmt	For	For	For

Voting Policy Rationale: Items 4a-4c, 4i & 4l A vote FOR the election and re-election of these Directors is considered warranted in the absence of any significant concerns. Items 4d-4f, 4h & 4k A vote FOR the re-election of these Directors is considered warranted, although not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, where departures from market practice continue to be noted. * Some of the NEDs hold outstanding performance-based share options, and as a result, they are not classified as independent by ISS. As such, their membership on the Board cause non-compliance with best practice. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. * Louise Phelan has now served on the Board for 10 years, beyond the nine-year limit set out under the UK Code. The main reasons for support are: * The Company has succession plans in place, showing progress in this respect. Louise Phelan's tenure has been extended for a further year to facilitate additional succession planning. * The removal of non-independent directors at this time will be disruptive to the overall composition of the Board. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments. Items 4g and 4j A vote AGAINST the re-election of these Directors is considered warranted: * In addition to their outstanding options causing potential independence concerns, both Michael Cawley and Howard Millar have longstanding links with Group CEO Michael O'Leary. The Board lacks sufficient independent representation as a result. * Michael Cawley remains a member of the Remuneration Committee.

Re-elect Geoff Doherty as Director	Mgmt	For	For	For	
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Voting Policy Rationale: Items 4a-4c, 4i & 4l A vote FOR the election and re-election of these Directors is considered warranted in the absence of any significant concerns. Items 4d-4f, 4h & 4k A vote FOR the re-election of these Directors is considered warranted, although not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, where departures from market practice continue to be noted. * Some of the NEDs hold outstanding performance-based share options, and as a result, they are not classified as independent by ISS. As such, their membership on the Board cause non-compliance with best practice. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. * Louise Phelan has now served on the Board for 10 years, beyond the nine-year limit set out under the UK Code. The main reasons for support are: * The Company has succession plans in place, showing progress in this respect. Louise Phelan's tenure has been extended for a further year to facilitate additional succession planning. * The removal of non-independent directors at this time will be disruptive to the overall composition of the Board. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments. Items 4g and 4j A vote AGAINST the re-election of these Directors is considered warranted: * In addition to their outstanding options causing potential independence concerns, both Michael Cawley and Howard Millar have longstanding links with Group CEO Michael O'Leary. The Board lacks sufficient independent representation as a result. * Michael Cawley remains a member of the Remuneration Committee.

Re-elect Howard Millar as Director	Mgmt	For	Against For
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Voting Policy Rationale: Items 4a-4c, 4i & 4l A vote FOR the election and re-election of these Directors is considered warranted in the absence of any significant concerns. Items 4d-4f, 4h & 4k A vote FOR the re-election of these Directors is considered warranted, although not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, where departures from market practice continue to be noted. * Some of the NEDs hold outstanding performance-based share options, and as a result, they are not classified as independent by ISS. As such, their membership on the Board cause non-compliance with best practice. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. * Louise Phelan has now served on the Board for 10 years, beyond the nine-year limit set out under the UK Code. The main reasons for support are: * The Company has succession plans in place, showing progress in this respect. Louise Phelan's tenure has been extended for a further year to facilitate additional succession planning. * The removal of non-independent directors at this time will be disruptive to the overall composition of the Board. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments. Items 4g and 4j A vote AGAINST the re-election of these Directors is considered warranted: * In addition to their outstanding options causing potential independence concerns, both Michael Cawley and Howard Millar have longstanding links with Group CEO Michael O'Leary. The Board lacks sufficient independent representation as a result. * Michael Cawley remains a member of the Remuneration Committee.

4i

	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4k	Re-elect Michael O'Brien as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 4a-4c, 4i & 4l in the absence of any significant concerns. I warranted, although not without concern: * Company's corporate governance practices, hold outstanding performance-based share c their membership on the Board cause non-co and/or Remuneration Committees, which sh Board for 10 years, beyond the nine-year lin has succession plans in place, showing prog facilitate additional succession planning. * To overall composition of the Board. * Share op independent appointments. Items 4g and 4j addition to their outstanding options causing longstanding links with Group CEO Michael Michael Cawley remains a member of the Res	tems 4d-4f, 4h & 4k A As Board Chair, Stan I where departures from options, and as a resul pould comprise indepen- nit set out under the U ress in this respect. Lo he removal of non-ind tions will not be grant A vote AGAINST the I optential independen D'Leary. The Board lac	vote FOR the re-election of the McCarthy is considered to be un market practice continue to the they are not classified as inco- ractice. * Roisin Brennan and L dent NEDs only. * Louise Phere K Code. The main reasons for uise Phelan's tenure has been ependent directors at this time red to NEDs in the future. * The e-election of these Directors is ce concerns, both Michael Caw ks sufficient independent repro-	nese Directors is considered ultimately responsible for the be noted. * Some of the Nu dependent by ISS. As such, Emer Daly also sit on the A lan has now served on the support are: * The Compa e extended for a further yea e will be disruptive to the here have been fresh is considered warranted: * 1 wley and Howard Millar hav	e EDs udit ny r to
41	Re-elect Michael O'Leary as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 4a-4c, 4i & 4l in the absence of any significant concerns. I warranted, although not without concern: * Company's corporate governance practices, hold outstanding performance-based share of their membership on the Board cause non-co and/or Remuneration Committees, which sh Board for 10 years, beyond the nine-year lin has succession plans in place, showing prog. facilitate additional succession planning. * To overall composition of the Board. * Share op independent appointments. Items 4g and 4j addition to their outstanding options causing	tems 4d-4f, 4h & 4k A As Board Chair, Stan I where departures from options, and as a resul oppliance with best pro- puld comprise indepen- nit set out under the U ress in this respect. Lo he removal of non-ind tions will not be grant A vote AGAINST the I	vote FOR the re-election of the McCarthy is considered to be us in market practice continue to it, they are not classified as inco ractice. * Roisin Brennan and L Ident NEDs only. * Louise Pher K Code. The main reasons for uise Phelan's tenure has been ependent directors at this time red to NEDs in the future. * The e-election of these Directors is	nese Directors is considered ultimately responsible for the be noted. * Some of the Nu dependent by ISS. As such, Emer Daly also sit on the A lan has now served on the support are: * The Compa e extended for a further yea e will be disruptive to the there have been fresh is considered warranted: * 1	e EDs udit ny r to
	longstanding links with Group CEO Michael (Michael Cawley remains a member of the Re	muneration Committe	е.	esentation as a result. *	
5	longstanding links with Group CEO Michael	,			For
5	longstanding links with Group CEO Michael C Michael Cawley remains a member of the Re Authorise Board to Fix Remuneration	muneration Committe	е.	esentation as a result. *	
	longstanding links with Group CEO Michael C Michael Cawley remains a member of the Re Authorise Board to Fix Remuneration of Auditors Authorise Board to Fix Remuneration	<i>muneration Committe</i> Mgmt	e. For	<i>esentation as a result. *</i> For	For
6	longstanding links with Group CEO Michael C Michael Cawley remains a member of the Re Authorise Board to Fix Remuneration of Auditors Authorise Board to Fix Remuneration of Directors	Mgmt Mgmt Mgmt	e. For For For	esentation as a result. * For For For	For For For
6	Iongstanding links with Group CEO Michael C Michael Cawley remains a member of the Re Authorise Board to Fix Remuneration of Auditors Authorise Board to Fix Remuneration of Directors Authorise Issue of Equity Voting Policy Rationale: A vote FOR these re	Mgmt Mgmt Mgmt	e. For For For	esentation as a result. * For For For	For For For
6 7	Iongstanding links with Group CEO Michael C Michael Cawley remains a member of the Re Authorise Board to Fix Remuneration of Auditors Authorise Board to Fix Remuneration of Directors Authorise Issue of Equity Voting Policy Rationale: A vote FOR these re recommended limits. Authorise Issue of Equity without	Mgmt Mgmt Mgmt Solutions is warranted	e. For For For because the proposed amount For	esentation as a result. * For For Tor Tos For	For For For
6 7	Iongstanding links with Group CEO Michael C Michael Cawley remains a member of the Re Authorise Board to Fix Remuneration of Auditors Authorise Board to Fix Remuneration of Directors Authorise Issue of Equity Voting Policy Rationale: A vote FOR these re recommended limits. Authorise Issue of Equity without Pre-emptive Rights Voting Policy Rationale: A vote FOR these re	Mgmt Mgmt Mgmt Solutions is warranted	e. For For For because the proposed amount For	esentation as a result. * For For Tor Tos For	For For For

MakeMyTrip Limited

Meeting Date: 09/15/2023	Country: Mauritius	Ticker: MMYT
Record Date: 08/04/2023	Meeting Type: Annual	
Primary Security ID: V5633W109		

MakeMyTrip Limited

					Shares Voted: 189,108
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Reelect Director Deep Kalra	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST failing to establish a board on which a m formal nominating committee. A vote FO	ajority of the directors are	independent directors and	, ,	
4	Reelect Director Rajesh Magow	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST failing to establish a board on which a m formal nominating committee. A vote FO	ajority of the directors are	independent directors and	, ,	
5	Reelect Director James Jianzhang Liang	Mgmt	For	For	For
	Voting Policy Rationale: A vote AGAINST failing to establish a board on which a m formal nominating committee. A vote FO	ajority of the directors are	independent directors and	, ,	

BYD Company Limited

Meeting Date: 09/19/2023	Country: China	Ticker: 1211
Record Date: 09/13/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y1023R104		

					Shares Voted: 1,392,280	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
1a	Elect Wang Chuan-fu as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all no	minees is warranted.				
1b	Elect Lv Xiang-yang as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all no	minees is warranted.				
1c	Elect Xia Zuo-quan as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all no	minees is warranted.				2
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING	Mgmt				

BYD Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1d	Elect Cai Hong-ping as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.						
1e	Elect Zhang Min as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.						
1f	Elect Yu Ling as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nom	inees is warranted.						
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt						
2a	Elect Li Yong-zhao as Supervisor	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the election of supervisor nominees is warranted given the absence of any known issues concerning the nominees.							
2b	Elect Zhu Ai-yun as Supervisor	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR the electron concerning the nominees.	ction of supervisor nominee	es is warranted given the absence of any	known issue	5			
2c	Elect Huang Jiang-feng as Supervisor	SH	For	For	For			
	Voting Policy Rationale: A vote FOR the electron concerning the nominees.	ction of supervisor nominee	es is warranted given the absence of any	known issue	5			
3	Approve Remuneration of Directors	Mgmt	For	For	For			
	Voting Policy Rationale: Director and superv absence of known concerns over director an warranted.				2			
4	Approve Remuneration of Supervisors	Mgmt	For	For	For			
	Voting Policy Rationale: Director and superv absence of known concerns over director an warranted.				2			

Hapvida Participacoes e Investimentos SA

Meeting Date: 09/19/2023	Country: Brazil	Ticker: HAPV3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P5R526106		

					Shares Voted: 108,408,756
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Article 6 to Reflect Changes in Capital	Mgmt	For	For	For
2	Approve Increase in Authorized Capital and Amend Article 7 Accordingly	Mgmt	For	For	For
3	Amend Article 11	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are administrative in nature and neutral to shareholder value.

Hapvida Participacoes e Investimentos SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
4	Amend Article 24	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOI proposed changes; and * The prop						
5	Amend Articles	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOI proposed changes; and * The prop	,	, , ,				
6	Amend Article 30	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments are administrative in nature and neutral to shareholder value.						
7	Consolidate Bylaws	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the						

proposed changes; and * The proposed amendments are administrative in nature and neutral to shareholder value.

PT Bank Negara Indonesia (Persero) Tbk

Meeting Date: 09/19/2023	Country: Indonesia	Ticker: BBNI
Record Date: 08/25/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y74568166		

					Shares Voted: 10,655,800
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Stock Split and Amend Article 4 of the Company's Articles of Association	SH	None	For	For
2	Approve Changes in the Composition of Company's Management	SH	None	Against	Against

Beijing Roborock Technology Co., Ltd.

Meeting Date: 09/20/2023	Country: China	Ticker: 688169
Record Date: 09/14/2023	Meeting Type: Special	
Primary Security ID: Y077C9108		

					Shares Voted: 14,010
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Interim Profit Distribution	Mgmt	For	For	For
2	Amend Articles of Association	Mgmt	For	For	For

Beijing Oriental Yuhong Waterproof Technology Co., Ltd.

Meeting Date: 09/25/2023
Record Date: 09/19/2023
Primary Security ID: Y07729109

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Country: China Meeting Type: Special Ticker: 002271

Shares Voted: 246,767 Voting Policy Proposal Mgmt Vote Number Proposal Text Proponent Rec Rec Instruction Approve Draft and Summary of Mgmt For Against Against Performance Shares Incentive Plan (1) Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme. Approve Methods to Assess the For Mgmt Against Against Performance of Plan Participants (1) Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme. Approve Authorization of the Board to Mgmt For Against Against Handle All Related Matters Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme. Approve Draft and Summary of For Against Mamt Against Performance Shares Incentive Plan (2) Voting Policy Rationale: A vote AGAINST is warranted because the performance hurdle adjustments are proposed in the second half of the year which also take into consideration of that from the first half of year. Its fairness may be questionable. Approve Methods to Assess the Mgmt For Against Against Performance of Plan Participants (2) Voting Policy Rationale: A vote AGAINST is warranted because the performance hurdle adjustments are proposed in the second half of the year which also take into consideration of that from the first half of year. Its fairness may be questionable. Approve Increase in Registered Capital For Mgmt For For Voting Policy Rationale: A vote FOR is merited because no concerns have been identified. Approve Amendments to Articles of Mgmt For For For Association

Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.

Ming Yang Smart Energy Group Co., Ltd.

Meeting Date: 09/26/2023	Country: China	Ticker: 601615
Record Date: 09/15/2023	Meeting Type: Special	
Primary Security ID: Y60373100		

					Shares Voted: 887,476	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve to Appoint Auditor	Mgmt	For	For	For	
2	Approve Provision of Guarantee	Mgmt	For	Against	For	

Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this loan guarantee request.

Ming Yang Smart Energy Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
3	Approve Amendments to Articles of Association	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is mer	Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.						
4	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is mer	ited because no concerr	ns have been identified.					
5	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR is mer	ited because no concern	ns have been identified.					
6	Approve Change in Raised Funds Investment Project	Mgmt	For	For	For			
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt						
7.1	Elect Zhang Chuanwei as Director	SH	For	For	For			
	Voting Policy Rationale: A vote FOR all non nominees.	ninees is warranted give	en the absence of any known	n issues concerning the				
7.2	Elect Ge Changxin as Director	SH	For	For	For			
	Voting Policy Rationale: A vote FOR all non nominees.	ninees is warranted give	en the absence of any known	n issues concerning the				
7.3	Elect Zhang Qiying as Director	SH	For	For	Against			
	Voting Policy Rationale: A vote FOR all non nominees.	ninees is warranted give	en the absence of any known	n issues concerning the				
7.4	Elect Wang Jinfa as Director	SH	For	For	For			
	Voting Policy Rationale: A vote FOR all non nominees.	ninees is warranted give	en the absence of any known	n issues concerning the				
7.5	Elect Zhang Rui as Director	SH	For	For	For			
	Voting Policy Rationale: A vote FOR all non nominees.	ninees is warranted give	en the absence of any known	n issues concerning the				
7.6	Elect Fan Yuanfeng as Director	SH	For	For	For			
	Voting Policy Rationale: A vote FOR all non nominees.	ninees is warranted give	en the absence of any known	n issues concerning the				
7.7	Elect Zhang Dawei as Director	SH	For	For	For			
	Voting Policy Rationale: A vote FOR all non nominees.	ninees is warranted give	en the absence of any known	n issues concerning the				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt						
8.1	Elect Zhu Tao as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all non nominees.	ninees is warranted give	en the absence of any known	n issues concerning the				
8.2	Elect Liu Ying as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nor	ninees is warranted give	en the absence of any known	n issues concerning the				

Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.

Ming Yang Smart Energy Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
8.3	Elect Wang Rongchang as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all no nominees.	ominees is warranted give	en the absence of any know	n issues concerning the		-
8.4	Elect Shi Shaobin as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt				
9.1	Elect Wang Limin as Supervisor	SH	For	For	For	
	Voting Policy Rationale: A vote FOR both nominees.	nominees is warranted g	iven the absence of any kno	own issues concerning the		-
9.2	Elect Zhai Yongjun as Supervisor	SH	For	For	Against	
	Voting Policy Rationale: A vote FOR both nominees.	nominees is warranted g	iven the absence of any kno	own issues concerning the		-

PVR INOX Limited

Meeting Date: 09/26/2023	Country: India	Ticker: 532689
Record Date: 09/19/2023	Meeting Type: Annual	
Primary Security ID: Y71626108		

					Shares Voted: 2,121,796		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For		
2	Reelect Sanjeev Kumar as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Item 2: Reelect Sanjeev Kumar as Director A vote FOR this resolution is warranted although it is not without concern: * The board independence norms are not met (after our reclassification) and Sanjeev Kuma is a non-independent director nominee. The main reason for support is: * Sanjeev Kumar is the company's co-founder and removing him from the board would likely have a material negative impact on shareholder value. Item 3: Reelect Renuka Ramnath as Director A vote AGAINST the following nominee is warranted because: * The board independence norms are not met (after our reclassification) and Renuka Ramnath is a non-independent director nominee.						
3	Reelect Renuka Ramnath as Director	Mgmt	For	Against	Against		
	Voting Policy Rationale: Item 2: Reelect Sanjeev Kumar as Director A vote FOR this resolution is warranted although it is not without concern: * The board independence norms are not met (after our reclassification) and Sanjeev Kuma is a non-independent director nominee. The main reason for support is: * Sanjeev Kumar is the company's co-founder and removing him from the board would likely have a material negative impact on shareholder value. Item 3: Reelect Renuka Ramnath as Director A vote AGAINST the following nominee is warranted because: * The board independence norms are not met (after our reclassification) and Renuka Ramnath is a non-independent director nominee.						
4	Approve Payment of Remuneration to Sanjai Vohra as Non-Executive Independent Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these r	esolutions is warranted	l given the absence of any k	nown issues.			
5	Approve Payment of Remuneration to Pallavi Shardul Shroff as Non-Executive Independent Director	Mgmt	For	For	For		
	Vetter Delte Detterete Austra COD there each time to commented since the abarray of any lower issue						

Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues.

PVR INOX Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
6	Approve Remuneration Paid to Deepa Misra Harris as Non-Executive Independent Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re	esolutions is warranted	given the absence of any kr	nown issues.		_
7	Approve Payment of Remuneration to Vikram Bakshi as Non-Executive Independent Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re	esolutions is warranted	l given the absence of any kr	nown issues.		
8	Approve Remuneration Paid to Gregory Adam Foster as Non-Executive Independent Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re	esolutions is warranted	l given the absence of any kr	nown issues.		_
9	Approve Managerial Remuneration Paid to Ajay Bijli as Managing Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these reproposed executive remuneration.	esolutions is warranteo	l given the absence of any kr	nown issues concerning the		
10	Approve Managerial Remuneration Paid to Sanjeev Kumar as Executive Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re proposed executive remuneration.	esolutions is warranted	l given the absence of any kr	nown issues concerning the		_

Delhivery Limited

Meeting Date: 09/27/2023	Country: India	Ticker: 543529
Record Date: 09/20/2023	Meeting Type: Annual	
Primary Security ID: Y2R2UW201		

					Shares Voted: 12,405,625	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	
2	Reelect Kapil Bharati as Director	Mgmt	For	For	For	
3	any known issues concerning the nominee although it is not without concern: * He will main reason for support is: * His proposed I Approve Deloitte Haskins & Sells LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	be paid the proposed r	emuneration notwithstandi	ng the company's financials. T		
4	Approve that the Vacancy on the Board Not be Filled From the Retirement of Donald Francis Colleran	Mgmt	For	For	For	
5	Approve Revision of Remuneration of Saugata Gupta as Non-Executive Independent Director	Mgmt	For	For	For	

Delhivery Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Anindya Ghose as Director	Mgmt	For	For	For

Voting Policy Rationale: Item 2: Reelect Kapil Bharati as Director A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee. Item 6: Elect Anindya Ghose as Director A vote FOR the resolution is warranted, although it is not without concern: * He will be paid the proposed remuneration notwithstanding the company's financials. The main reason for support is: * His proposed remuneration is commensurate with the size and scale of company's operations.

Lemon Tree Hotels Limited

Meeting Date: 09/27/2023	Country: India	Ticker: 541233
Record Date: 09/20/2023	Meeting Type: Annual	
Primary Security ID: Y5S322109		

					Shares Voted: 2,733,245
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Willem Albertus Hazeleger as Director	Mgmt	For	For	For
3	Voting Policy Rationale: Item 2: Reelect Will absence of any known issues concerning the Arindam Kumar Bhattacharya as Director A Bhattacharya has failed to attend at least 75 satisfactory explanation. Reelect Arindam Kumar Bhattacharya	e nominee and the co vote AGAINST the fol	ompany's board and committe llowing nominee is warranted	e dynamics. Item 3: Reelect because: * Arindam Kumar	
	as Director Voting Policy Rationale: Item 2: Reelect Will absence of any known issues concerning the Arindam Kumar Bhattacharya as Director A Bhattacharya has failed to attend at least 75 satisfactory explanation.	e nominee and the co vote AGAINST the fol	ompany's board and committe llowing nominee is warranted	e dynamics. Item 3: Reelect because: * Arindam Kumar	
4	Approve Material Related Party Transactions with Fleur Hotels Private Limited	Mgmt	For	For	For
5	Approve Material Related Party Transactions with Iora Hotels Private Limited	Mgmt	For	For	For

Alibaba Group Holding Limited

Meeting Date: 09/28/2023	Country: Cayman Islands	Ticker: 9988
Record Date: 08/15/2023	Meeting Type: Annual	
Primary Security ID: G01719114		

					Shares Voted: 12,284,009
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eddie Yongming Wu	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR the director nominees is warranted.

Alibaba Group Holding Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Maggie Wei Wu	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the direc	tor nominees is warranted	1.		
1.3	Elect Director Kabir Misra	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the direc	tor nominees is warranted	1.		
2	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as the U.S. and Hong Kong Auditors of the Company	Mgmt	For	For	For

Alibaba Group Holding Limited

Meeting Date: 09/28/2023	Country: Cayman Islands	Ticker: 9988
Record Date: 08/15/2023	Meeting Type: Annual	
Primary Security ID: G01719114		

					Shares Voted: 11,369
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eddie Yongming Wu	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	rranted.		
1.2	Elect Director Maggie Wei Wu	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	rranted.		
1.3	Elect Director Kabir Misra	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the dire	ector nominees is wai	rranted.		
2	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as the U.S. and Hong Kong Auditors of the Company	Mgmt	For	For	For

NHPC Limited

Meeting Date: 09/29/2023	Country: India	Ticker: 533098
Record Date: 09/22/2023	Meeting Type: Court	
Primary Security ID: Y6268G101		

					Shares Voted: 3,046,888
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court-Ordered Meeting for Equity Shareholders	Mgmt			
1	Approve Scheme of Amalgamation	Mgmt	For	For	For

IndusInd Bank Limited

Meeting Date: 10/03/2023 Record Date: 08/25/2023 Primary Security ID: Y3990M134 Country: India Meeting Type: Special Ticker: 532187

					Shares Voted: 235,575
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Reelect Sanjay Asher as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: Item 1: A vote Ad of more than six public company boards, the company. Item 2: A vote FOR the non and the company's board and committee	which could potentially continued is warranted given	ompromise his ability to com	nmit sufficient time to his role	in
2	Reelect Bhavna Doshi as Director	Mgmt	For	For	For
	Voting Policy Rationale: Item 1: A vote A of more than six public company boards, the company. Item 2: A vote FOR the nor	which could potentially c	ompromise his ability to com	nmit sufficient time to his role	in

and the company's board and committee dynamics.

Grupo Financiero Banorte SAB de CV

Meeting Date: 10/05/2023	Country: Mexico	Ticker: GFNORTEO
Record Date: 09/22/2023	Meeting Type: Ordinary Shareholders	
Primary Security ID: P49501201		

					Shares Voted: 18,149,237
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Cash Dividends of MXN 5.20 Per Share	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these it a reasonable 30-100 percent range of net in distribute the proposed interim dividend.			,	hin
1.2	Approve Cash Dividend to Be Paid on Oct. 16, 2023	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these its a reasonable 30-100 percent range of net in distribute the proposed interim dividend.			-	hin
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
XP Inc.					

Meeting Date: 10/06/2023	Country: Cayman Islands	Ticker: XP
Record Date: 09/08/2023	Meeting Type: Annual	
Primary Security ID: G98239109		

					Shares Voted: 663,069
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Director Frederico Seabra de Carvalho	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR director nominee Frederico Seabra de Carvalho is warranted. Item 3 is bundled, and separate voting recommendations cannot be made. A vote AGAINST this proposal is warranted because: * The company failed to establish a board on which a majority of the directors are independent directors, and the slate includes non-independent nominees; * The company lacks a formal nominating committee; and * Guilherme Dias Fernandes Benchimol, Bruno Constantino Alexandre dos Santos, Martin Emiliano Escobari Lifchitz and Gabriel Klas da Rocha Leal serve as non-independent members of a key board committee.				
3	Elect Directors	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote FOR director nominee Frederico Seabra de Carvalho is warranted. Item 3 is bundled, and separate voting recommendations cannot be made. A vote AGAINST this proposal is warranted because: * The company failed to establish a board on which a majority of the directors are independent directors, and the slate includes non-independent nominees; * The company lacks a formal nominating committee; and * Guilherme Dias Fernandes Benchimol, Bruno Constantino Alexandre dos Santos, Martin Emiliano Escobari Lifchitz and Gabriel Klas da Rocha Leal serve as non-independent members of a key board committee.				
4	Amend Articles of Association	Mgmt	For	For	For

Hundsun Technologies, Inc.

Meeting Date: 10/09/2023	Country: China	Ticker: 600570
Record Date: 09/26/2023	Meeting Type: Special	
Primary Security ID: Y3041V109		

					Shares Voted: 436,428
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	APPROVE SHARE REPURCHASE PLAN	Mgmt			
1.1	Approve Purpose and Usage	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warr	anted because no conce	erns have been identified.		
1.2	Approve Issue Type	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra	anted because no conce	erns have been identified.		
1.3	Approve Issue Manner	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warr	anted because no conce	erns have been identified.		
1.4	Approve Repurchase Period	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warra	anted because no conce	erns have been identified.		
1.5	Approve Price Range	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warr	anted because no conce	erns have been identified.		
1.6	Approve Total Capital and Capital Source Used for the Share Repurchase	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.

Hundsun Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Approve Scale and Proportion of the Share Repurchase	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warrant	ed because no concerns h	ave been identified.		
1.8	Approve Relevant Arrangement for Cancellation in Accordance with the Law After Repurchasing Shares and Arrangement for Company to Prevent Infringement of Interest of Creditors	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warrant	ed because no concerns h	ave been identified.		
1.9	Approve Authorization of Board to Handle All Related Matters	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.

JD Sports Fashion Plc

Meeting Date: 10/09/2023	Country: United Kingdom	Ticker: JD
Record Date: 10/05/2023	Meeting Type: Special	
Primary Security ID: G5144Y120		

					Shares Voted: 218,262
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition by JD Sports Fashion plc of Shares in Iberian Sports Retail Group, S.L. from Balaiko Firaja Invest, S.L. and Sonae Holdings, S.A.	Mgmt	For	For	For

Anjoy Foods Group Co., Ltd.

Meeting Date: 10/13/2023	Country: China	Ticker: 603345
Record Date: 10/09/2023	Meeting Type: Special	
Primary Security ID: Y265F3109		

					Shares Voted: 2,669,352	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Draft and Summary of Stock Option Incentive Plan	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also take into consideration of that from the first half of year. Its fairness may be questionable. * a director eligible to receive options under the scheme is involved in the administration of the scheme.					
2	Approve Methods to Assess the Performance of Plan Participants	Mgmt	For	Against	Against	
	Voting Policy Rationale: A vote AGAINST the year which also take into consideration	on of that from the first ha	alf of year. Its fairness may b	, ,	of	

eligible to receive options under the scheme is involved in the administration of the scheme.

Anjoy Foods Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Authorization of Board to Handle All Related Matters	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also take into consideration of that from the first half of year. Its fairness may be questionable. * a director eligible to receive options under the scheme is involved in the administration of the scheme.

PT Arwana Citramulia Tbk

Meeting Date: 10/18/2023	Country: Indonesia	Ticker: ARNA
Record Date: 09/25/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y7116S131		

					Shares Voted: 28,330,300
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Share Repurchase Program	Mgmt	For	For	For

IMDEX Limited

Meeting Date: 10/19/2023	Country: Australia	Ticker: IMD
Record Date: 10/17/2023	Meeting Type: Annual	
Primary Security ID: Q4878M104		

					Shares Voted: 1,843,930
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Trace Arlaud as Director	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For

L&F Co., Ltd.

Meeting Date: 10/25/2023	Country: South Korea	Ticker: 066970
Record Date: 09/25/2023	Meeting Type: Special	
Primary Security ID: Y52747105		

					Shares Voted: 232,033	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Delisting of Shares from Stock Exchange and Listing on KOSPI	Mgmt	For	For	For	
2	Elect Kim Gyeong-hui as Outside Director	Mgmt	For	For	For	

Axis Bank Limited

Meeting Date: 10/26/2023 Record Date: 09/22/2023 Primary Security ID: Y0487S137 Country: India Meeting Type: Special Ticker: 532215

					Shares Voted: 15,660,354
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Mini Ipe as Director	Mgmt	For	For	For

Reliance Industries Ltd.

Meeting Date: 10/26/2023	Country: India	Ticker: 500325
Record Date: 09/22/2023	Meeting Type: Special	
Primary Security ID: Y72596102		

					Shares Voted: 2,371,484
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Isha M. Ambani as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 1 and 2: A concerning the nominees and the company warranted as Anant Ambani's limited leader contribution to the board.	y's board and committee	dynamics. Item 3: A vote A	GAINST this resolution is	
2	Elect Akash M. Ambani as Director	Mgmt	For	For	For
	Voting Policy Rationale: Items 1 and 2: A concerning the nominees and the compan warranted as Anant Ambani's limited leade contribution to the board.	y's board and committee	dynamics. Item 3: A vote A	GAINST this resolution is	
3	Elect Anant M. Ambani as Director	Mgmt	For	Against	For
	Voting Policy Rationale: Items 1 and 2: A concerning the nominees and the compan warranted as Anant Ambani's limited leade contribution to the board.	's board and committee	dynamics. Item 3: A vote A	GAINST this resolution is	

Ujjivan Financial Services Limited

Meeting Date: 11/03/2023	Country: India	Ticker: 539874
Record Date: 10/27/2023	Meeting Type: Court	
Primary Security ID: Y9T34H105		

					Shares Voted: 1,852,319	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Court-Ordered Meeting for Equity	Mgmt				

Court-Ordered Meeting for Equity Shareholders

Ujjivan Financial Services Limited

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

Allkem Ltd.

Meeting Date: 11/08/2023	Country: Australia	Ticker: AKE
Record Date: 11/06/2023	Meeting Type: Annual	
Primary Security ID: Q0226L103		

					Shares Voted: 3,217,102
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Adoption of the Remuneration Report	Mgmt	For	For	For
2	Elect Florencia Heredia as Director	Mgmt	For	For	For
3	Approve Grant of LTI Performance Rights to Martin Perez de Solay	Mgmt	For	For	For

PetroChina Company Limited

Meeting Date: 11/09/2023	Country: China	Ticker: 857
Record Date: 10/09/2023	Meeting Type: Extraordinary	
	Shareholders	
Primary Security ID: Y6883Q104		

					Shares Voted: 2,238,000	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt				
1	Approve New Comprehensive Agreement, Proposed Annual Caps and Related Transactions	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR Item 1 loans are mainly to provide financial suppo subsidiary that is equally held by the comp jointly-held entities will be proportionate to is warranted given the deposited funds are shareholder group and will only be utilized	t to China National Oil any and CNPC; and * ti its respective ownersh not intended to be use	and Gas Exploration and D he guarantees and loans to hip, which is deemed fair an ed to extend financial service	evelopment Company Limited, be provided by the group to d appropriate. A vote FOR Iter	a n 2	
2	Approve Financial Services Agreement, Proposed Annual Caps and Related Transactions	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR Item 1 loans are mainly to provide financial suppo subsidiary that is equally held by the comp jointly-held entities will be proportionate to is warranted given the deposited funds are shareholder group and will only be utilized	t to China National Oil any and CNPC; and * ti its respective ownersh not intended to be use	and Gas Exploration and D he guarantees and loans to hip, which is deemed fair an ed to extend financial service	evelopment Company Limited, be provided by the group to d appropriate. A vote FOR Iter	a n 2	
3	Elect Zhang Daowei as Director	Mgmt	For	For	For	

PetroChina Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Amendments to the Rules of Procedures and Organization of the Supervisory Committee	Mgmt	For	For	For

Proya Cosmetics Co., Ltd.

Meeting Date: 11/09/2023	Country: China	Ticker: 603605
Record Date: 11/02/2023	Meeting Type: Special	
Primary Security ID: Y7S88X100		

					Shares Voted: 43,520
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Amendments to Articles of Association	Mgmt	For	For	For

Pernod Ricard SA

Meeting Date: 11/10/2023	Country: France	Ticker: RI
Record Date: 11/08/2023	Meeting Type: Annual/Special	
Primary Security ID: F72027109		

					Shares Voted: 4,518
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
	Voting Policy Rationale: Votes FOR the app and lack of concerns.	roval of the annual acc	counts are warranted due to	the unqualified auditors' opini	ion
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the app and lack of concerns.	roval of the annual acc	counts are warranted due to	the unqualified auditors' opini	ion
3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
4	Reelect Kory Sorenson as Director	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the elec specific concerns (Items 4 to 6).	tion and reelections of	these independent nomine	es are warranted in the absend	te of
5	Reelect Philippe Petitcolin as Director	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the elec specific concerns (Items 4 to 6).	tion and reelections of	these independent nomine	es are warranted in the absend	te of
6	Elect Max Koeune as Director	Mgmt	For	For	For

Voting Policy Rationale: Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 4 to 6).

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Renew Appointment of Deloitte & Associes as Auditor	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,350,000	Mgmt	For	For	For
9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 130 Million	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these au guidelines of 10/50-percent of the issued ca noted.				
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these au guidelines of 10/50-percent of the issued ca noted.				
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these au guidelines of 10/50-percent of the issued ca noted.				
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For

guidelines of 10/50-percent of the issued capital for issuances without/with preemptive rights and no other concerns were noted.

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR these au guidelines of 10/50-percent of the issued ca noted.		, ,	,		m
21	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the emp recommended guidelines.	loyee stock purchase pla	ans are warranted as their p	proposed volumes respect the		
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For	
	Voting Policy Rationale: Votes FOR the emp recommended guidelines.	loyee stock purchase pla	ans are warranted as their p	proposed volumes respect the	,	
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	

Shenzhen Mindray Bio-Medical Electronics Co., Ltd.

Meeting Date: 11/13/2023	Country: China	Ticker: 300760
Record Date: 11/06/2023	Meeting Type: Special	
Primary Security ID: Y774E3101		

					Shares Voted: 780,459
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Profit Distribution for the First Three Quarters	Mgmt	For	For	For

Regional SAB de CV

Meeting Date: 11/15/2023	Country: Mexico	Ticker: RA
Record Date: 11/01/2023	Meeting Type: Ordinary Shareholders	
Primary Security ID: P8008V109		

					Shares Voted: 4,970,765	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Certification of Company's Bylaws	Mgmt	For	For	For	
2	Approve Cash Dividends of MXN 1.25 Billion	Mgmt	For	For	For	
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	

Regional SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Minutes of Meeting	Mgmt	For	For	For

China Longyuan Power Group Corporation Limited

Meeting Date: 11/17/2023	Country: China	Ticker: 916
Record Date: 11/13/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y1501T101		

					Shares Voted: 717,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Increase in Registered Capital of Longyuan Wuqi	Mgmt	For	For	For

Karoon Energy Ltd.

Meeting Date: 11/23/2023	Country: Australia	Ticker: KAR
Record Date: 11/21/2023	Meeting Type: Annual	
Primary Security ID: Q5210P101		

					Shares Voted: 2,272,212
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Luciana Bastos De Freitas Rachid as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the re-elec material concerns have been identified regardi AGAINST the re-election of Peter Botten is war AGM) and female director representation on th Corporate Governance Council Principles and R percent of each gender represented on the boa participation by 2025 at board level, it has been under ISS policy.	ng board and committee co ranted as he is the deputy e board stands at 17 perce ecommendations for large ard. While the company ha	omposition resulting from her nomination chair (and is intended to be the chair a ent, which does not meet the guidelines r companies in the ASX300 index to hav s an objective of achieving 30-percent 1	on. A vote t the 2023 of the ASX ve at least 30 female	7
2	Elect Peter Botten as Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote FOR the re-elec material concerns have been identified regardii AGAINST the re-election of Peter Botten is war AGM) and female director representation on th Corporate Governance Council Principles and R percent of each gender represented on the boo participation by 2025 at board level, it has been under ISS policy.	ng board and committee co ranted as he is the deputy e board stands at 17 perce ecommendations for large ard. While the company ha	omposition resulting from her nomination chair (and is intended to be the chair a ent, which does not meet the guidelines r companies in the ASX300 index to hav s an objective of achieving 30-percent 1	on. A vote t the 2023 of the ASX ve at least 30 female	7
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Issuance of Performance Rights to Julian Fowles	Mgmt	For	For	For

Falcon Metals Ltd. (Australia)

Meeting Date: 11/28/2023 Record Date: 11/26/2023 Primary Security ID: Q3R899101 Country: Australia Meeting Type: Annual Ticker: FAL

					Shares Voted: 315,9
oposal mber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Approve Remuneration Report	Mgmt	For	For	For
	Elect Katina Law as Director	Mgmt	For	For	For
8	Approve Issuance of Options to Mark Bennett	Mgmt	None	Against	For
	Voting Policy Rationale: A vote AGAINST the sufficiently rigorous and demanding, the ve- local market standards, which recommend s non-executive directors is not considered ac directors' ability to act in the long-term best	sting schedule of the ir substantial vesting only sceptable under Austra	ncentive securities granted by	<i>the company is not in line w</i> <i>addition, the grant of equity</i>	ith to
1	Approve Issuance of Options to Tim Markwell	Mgmt	None	Against	For
	Voting Policy Rationale: A vote AGAINST the sufficiently rigorous and demanding, the ves local market standards, which recommend s non-executive directors is not considered ac directors' ability to act in the long-term best	sting schedule of the ir substantial vesting only cceptable under Austra	ncentive securities granted by after at least three years. Ir lian investor guidelines as it i	<i>the company is not in line w</i> <i>addition, the grant of equity</i>	ith to
	Approve Issuance of Options to Alex Dorsch	Mgmt	None	Against	For
	Voting Policy Rationale: A vote AGAINST the sufficiently rigorous and demanding, the ves local market standards, which recommend s non-executive directors is not considered ac directors' ability to act in the long-term best	sting schedule of the ir substantial vesting only sceptable under Austra	ncentive securities granted by v after at least three years. Ir lian investor guidelines as it i	<i>the company is not in line w</i> <i>addition, the grant of equity</i>	ith to
	Approve Issuance of Options to Katina Law	Mgmt	None	Against	For
	Voting Policy Rationale: A vote AGAINST the sufficiently rigorous and demanding, the ves local market standards, which recommend s non-executive directors is not considered ac directors' ability to act in the long-term best	sting schedule of the ir substantial vesting only sceptable under Austra	ncentive securities granted by	<i>the company is not in line w</i> <i>addition, the grant of equity</i>	ith to
7	Approve Employee Securities Incentive Plan	Mgmt	For	For	For
	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Mgmt	For	Against	For

Anjoy Foods Group Co., Ltd.

 Meeting Date: 11/29/2023
 Country: 0

 Record Date: 11/22/2023
 Meeting T

 Primary Security ID: Y265F3109
 V

Country: China Meeting Type: Special Ticker: 603345

Anjoy Foods Group Co., Ltd.

Shares Voted: 1,628,551

roposal umber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Stock Option Incentive Plan and Its Summary	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is warranted because the proposed adjustments do not address the concerns that resulted in the negative recommendation on the underlying equity incentive plan in the initial ISS report.					
2	Approve Adjustment of Allowance of Independent Directors	Mgmt	For	For	For	
3	Amend Corporate Governance Systems	Mgmt	For	Against	For	

covered under the proposed amendments.

CSPC Pharmaceutical Group Limited

Meeting Date: 11/29/2023	Country: Hong Kong	Ticker: 1093
Record Date: 10/30/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y1837N109		

					Shares Voted: 1,380,000		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Grant of Share Options to Cai Dongchen under the Share Option Scheme and Related Transactions	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the Scheme are reasonable.						
2	Approve Grant of Share Options to Management Grantees under the Share Option Scheme and Related Transactions	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re	solutions is warranted	given that the overall term	ns of the Scheme are reasonal	ble.		
3	Approve Whitewash Waiver and Related Transactions	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re	solutions is warranted	given that the overall term	ns of the Scheme are reasonal	ble.		

CVS Group Plc

Meeting Date: 11/29/2023	Country: United Kingdom	Ticker: CVSG
Record Date: 11/27/2023	Meeting Type: Annual	
Primary Security ID: G27234106		

					Shares Voted: 50,955	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	

CVS 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 David Wilton as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re-e Ben Jacklin, Robin Alfonso and Joanne Shaw				an,	
5	Re-elect Deborah Kemp as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re-e Ben Jacklin, Robin Alfonso and Joanne Shaw				an,	
6	Re-elect Richard Gray as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re-e Ben Jacklin, Robin Alfonso and Joanne Shaw				an,	
7	Re-elect Richard Fairman as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re-e Ben Jacklin, Robin Alfonso and Joanne Shav				an,	
8	Re-elect Ben Jacklin as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re-e Ben Jacklin, Robin Alfonso and Joanne Shaw				an,	
9	Re-elect Robin Alfonso as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re-e Ben Jacklin, Robin Alfonso and Joanne Shaw				an,	
10	Elect Joanne Shaw as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR the re-e Ben Jacklin, Robin Alfonso and Joanne Shaw				an,	
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	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed am	oounts and durations are within		
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed am	oounts and durations are within		
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warranted	because the proposed am	oounts and durations are within		
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	

Petroleo Brasileiro SA

Meeting Date: 11/30/2023 Record Date: 11/09/2023

Primary Security ID: P78331140

Country: Brazil Meeting Type: Extraordinary Shareholders Ticker: PETR4

					Shares Voted: 4,152,264
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Amend Articles and Consolidate Bylaws	Mgmt	For	Against	Against
	amendments under a single age	AGAINST this request is warranted nda item, thus preventing shareh concerns regarding the proposed	nolders from voting on each pro	posed change individually; *	
	the creation of a new statutory i regarding the proposed changes	reserve; and * Independent board 5.	d members elected by minority	shareholders raised concern	15
2		an the Mgmt	<i>d members elected by minority</i> None	<i>shareholders raised concern</i> For	is For
	regarding the proposed changes In the Event of a Second Call, C Voting Instructions Contained ir Proxy Card Be Considered Valid	an the Mgmt	, ,		
	regarding the proposed changes In the Event of a Second Call, C Voting Instructions Contained ir Proxy Card Be Considered Valid Second Call?	c Mgmt n the Mgmt n this for the	, ,		
Axis Ban	regarding the proposed changes In the Event of a Second Call, C Voting Instructions Contained in Proxy Card Be Considered Valid Second Call? NK Limited 12/01/2023 Country:	c Mgmt n the Mgmt n this for the	None		

					Shares Voted: 14,010,737	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	Postal Ballot	Mgmt				
1	Elect Munish Sharda as Director and Approve Appointment and Remuneration of Munish Sharda as Whole-Time Director (designated as Executive Director)	Mgmt	For	For	For	
2	Amend Articles of Association - Board Related	Mgmt	For	For	For	

FIBRA Macquarie Mexico

Meeting Date: 12/01/2023	Country: Mexico	Ticker: FIBRAMQ12
Record Date: 11/23/2023	Meeting Type: Special	
Primary Security ID: P3515D155		

					Shares Voted: 90,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction

Meeting for Holders of REITs - ISIN Mgmt MXCFFI0U0002

FIBRA Macquarie Mexico

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
	Extraordinary Business	Mgmt					
1	Amend Trust Agreement, Global Certificate and Operation Documents to Allow Trust to Make Distributions in Kind; Instruct Common Representative and Trustee to Execute Acts in Order to Comply with Approved Resolutions	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided the full text of the proposed trust agreement amendments; and * The company has provided a sound rationale for the proposed authority to distribute CBFIs with relation to certain taxable income events.						
	Ordinary Business	Mgmt					
2	Approve to Use Real Estate Trust Certificates (CBFIs) Held in Treasury as Approved by EGM on Aug. 27, 2014 to Make Distributions in Kind; Instruct Common Representative and Trustee to Execute Acts in Order to Comply with Approved Resolutions	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these it proposed trust agreement amendments; and distribute CBFIs with relation to certain taxa	1 * The company has					
	Ordinary and Extraordinary Business	Mgmt					
3	Authorize Board to Ratify and Execute	Mgmt	For	For	For		

Omega Energia SA

Meeting Date: 12/01/2023	Country: Brazil	Ticker: MEGA3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P7S598100		

					Shares Voted: 2,235,878
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Company Name to Serena Energia SA and Amend Article 1 Accordingly	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these	e administrative proposals	is warranted.		
2	Consolidate Bylaws	Mgmt	For	For	For
	Voting Policy Patienalay A vote FOR these	administrativa proposala	is warranted		

Voting Policy Rationale: A vote FOR these administrative proposals is warranted.

Barry Callebaut AG

Meeting Date: 12/06/2023	Country: Switzerland	Ticker: BARN
Record Date:	Meeting Type: Annual	
Primary Security ID: H05072105		

					Shares Voted: 2,359		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1.1	Accept Annual Report	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR these re	outine items are warrant	ted.				
1.2	Approve Remuneration Report	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST the provided to explain the evolution of variable new executives received sign-on bonuses a explanation. * The base salary for the new explanation.	e payouts relative to col as well as guaranteed ST	, mpany as well as individual µ TI payouts without an accom	performance. * During the yea ppanying and compelling			
1.3	Accept Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For		
	Voting Policy Rationale: Votes FOR these re	outine items are warrant	ted.				
2	Approve Allocation of Income and Dividends of CHF 29.00 per Share	Mgmt	For	For	For		
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For		
4.1.1	Reelect Patrick De Maeseneire as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Board elections (Items 4.1.1-4.2) A vote AGAINST Markus Neuhaus is warranted because he is non-independent and serves as the chair of the audit committee. A vote AGAINST Timothy (Tim) Minges, the current chair of the nomination committee, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 4.3) A vote FOR Patrick De Maeseneire as board chair is warranted due to a lack of concerns. Committee elections (Items 4.4.1-4.4.4) Votes FOR the proposed nominees are warranted due to a lack of concerns.						
4.1.2	Reelect Markus Neuhaus as Director	Mgmt	For	Against	Against		
	Voting Policy Rationale: Board elections (It non-independent and serves as the chair o the nomination committee, is warranted as Votes FOR the remaining nominees are wa Patrick De Maeseneire as board chair is wa FOR the proposed nominees are warranted	f the audit committee. A a signal of concern to t rranted due to a lack of rranted due to a lack of	A vote AGAINST Timothy (Tii the board because the board further concerns. Board cha concerns. Committee electio	m) Minges, the current chair o l is insufficiently gender divers ir election (Item 4.3) A vote l	se. FOR		
4.1.3	Reelect Fernando Aguirre as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Board elections (It non-independent and serves as the chair o the nomination committee, is warranted as Votes FOR the remaining nominees are wa Patrick De Maeseneire as board chair is wa FOR the proposed nominees are warranted	f the audit committee. A a signal of concern to t rranted due to a lack of rranted due to a lack of	A vote AGAINST Timothy (Til the board because the board further concerns. Board cha concerns. Committee electic	m) Minges, the current chair o l is insufficiently gender divers ir election (Item 4.3) A vote l	se. FOR		
4.1.4	Reelect Nicolas Jacobs as Director	Mgmt	For	For	For		
	Voting Policy Rationale: Board elections (It non-independent and serves as the chair o the nomination committee, is warranted as Votes FOR the remaining nominees are wa	f the audit committee. A a signal of concern to t	A vote AGAINST Timothy (Tii the board because the board	m) Minges, the current chair of I is insufficiently gender divers	<i>5e.</i>		

Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 4.3) A vote FOR Patrick De Maeseneire as board chair is warranted due to a lack of concerns. Committee elections (Items 4.4.1-4.4.4) Votes FOR the proposed nominees are warranted due to a lack of concerns.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.5	Reelect Tim Minges as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: Board elections (It non-independent and serves as the chair ou the nomination committee, is warranted as Votes FOR the remaining nominees are wan Patrick De Maeseneire as board chair is wan FOR the proposed nominees are warranted	f the audit committee. a signal of concern to rranted due to a lack o rranted due to a lack o	A vote AGAINST Timothy (Ti the board because the board if further concerns. Board cha of concerns. Committee election	m) Minges, the current chair of d is insufficiently gender diver air election (Item 4.3) A vote d	se. FOR
4.1.6	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For	For
	Voting Policy Rationale: Board elections (Ite non-independent and serves as the chair ou the nomination committee, is warranted as Votes FOR the remaining nominees are war Patrick De Maeseneire as board chair is war FOR the proposed nominees are warranted	f the audit committee. a signal of concern to rranted due to a lack o rranted due to a lack o	A vote AGAINST Timothy (Ti the board because the board f further concerns. Board cha f concerns. Committee election	im) Minges, the current chair d d is insufficiently gender diver air election (Item 4.3) A vote d	se. FOR
4.1.7	Reelect Yen Tan as Director	Mgmt	For	For	For
	Voting Policy Rationale: Board elections (Ite non-independent and serves as the chair ou the nomination committee, is warranted as Votes FOR the remaining nominees are wan Patrick De Maeseneire as board chair is wan FOR the proposed nominees are warranted	f the audit committee. a signal of concern to rranted due to a lack o rranted due to a lack o due to a lack of conce	A vote AGAINST Timothy (Ti the board because the board of further concerns. Board cha of concerns. Committee electi erns.	im) Minges, the current chair d d is insufficiently gender diver air election (Item 4.3) A vote d ions (Items 4.4.1-4.4.4) Votes	se. FOR
4.1.8	Reelect Thomas Intrator as Director	Mgmt	For	For	For
	Voting Policy Rationale: Board elections (It non-independent and serves as the chair o the nomination committee, is warranted as Votes FOR the remaining nominees are wan Patrick De Maeseneire as board chair is wa FOR the proposed nominees are warranted	f the audit committee. a signal of concern to rranted due to a lack o rranted due to a lack o	A vote AGAINST Timothy (Ti the board because the board f further concerns. Board cha f concerns. Committee electi	im) Minges, the current chair d d is insufficiently gender diver air election (Item 4.3) A vote d	se. FOR
4.2	Elect Mauricio Graber as Director	Mgmt	For	For	For
	Voting Policy Rationale: Board elections (It non-independent and serves as the chair ou the nomination committee, is warranted as Votes FOR the remaining nominees are wan Patrick De Maeseneire as board chair is wan FOR the proposed nominees are warranted	f the audit committee. a signal of concern to rranted due to a lack o rranted due to a lack o	A vote AGAINST Timothy (Ti the board because the board f further concerns. Board cha f concerns. Committee election	im) Minges, the current chair of d is insufficiently gender diver air election (Item 4.3) A vote d	se. FOR
4.3	Reelect Patrick De Maeseneire as Board Chair	Mgmt	For	For	For
	Voting Policy Rationale: Board elections (Ite non-independent and serves as the chair or the nomination committee, is warranted as Votes FOR the remaining nominees are wan Patrick De Maeseneire as board chair is wan FOR the proposed nominees are warranted	f the audit committee. a signal of concern to rranted due to a lack o rranted due to a lack o	A vote AGAINST Timothy (Ti the board because the board if further concerns. Board cha of concerns. Committee electi	im) Minges, the current chair d d is insufficiently gender diver air election (Item 4.3) A vote d	se. FOR
4.4.1	Reappoint Fernando Aguirre as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	Voting Policy Rationale: Board elections (Ito non-independent and serves as the chair ou the nomination committee, is warranted as	f the audit committee.	A vote AGAINST Timothy (Ti	im) Minges, the current chair o	

Voting Poincy Rationale: Board elections (items 4.1.1-4.2) A vote AGAINST Markus Neuralus is warranted because he is non-independent and serves as the chair of the audit committee. A vote AGAINST Timothy (Tim) Minges, the current chair of the nomination committee, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 4.3) A vote FOR Patrick De Maeseneire as board chair is warranted due to a lack of concerns. Committee elections (Items 4.4.1-4.4.4) Votes FOR the proposed nominees are warranted due to a lack of concerns.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4.2	Reappoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	Voting Policy Rationale: Board elections (Iten non-independent and serves as the chair of t the nomination committee, is warranted as a Votes FOR the remaining nominees are warra Patrick De Maeseneire as board chair is warra FOR the proposed nominees are warranted d	the audit committee. A a signal of concern to the anted due to a lack of anted due to a lack of	vote AGAINST Timothy (Tim he board because the board i further concerns. Board chair concerns. Committee election	n) Minges, the current chair is insufficiently gender diver r election (Item 4.3) A vote	se. FOR
4.4.3	Reappoint Yen Tan as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	Voting Policy Rationale: Board elections (Iter non-independent and serves as the chair of t the nomination committee, is warranted as a Votes FOR the remaining nominees are warr Patrick De Maeseneire as board chair is warr FOR the proposed nominees are warranted of	the audit committee. A a signal of concern to ti ranted due to a lack of ranted due to a lack of	vote AGAINST Timothy (Tim he board because the board i further concerns. Board chair concerns. Committee electior	n) Minges, the current chair is insufficiently gender diver r election (Item 4.3) A vote	se. FOR
4.4.4	Appoint Mauricio Graber as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	Voting Policy Rationale: Board elections (Iter non-independent and serves as the chair of t the nomination committee, is warranted as a Votes FOR the remaining nominees are warr Patrick De Maeseneire as board chair is warr FOR the proposed nominees are warranted of	the audit committee. A a signal of concern to th anted due to a lack of anted due to a lack of	vote AGAINST Timothy (Tim he board because the board i further concerns. Board chair concerns. Committee election	n) Minges, the current chair is insufficiently gender diver r election (Item 4.3) A vote	se. FOR
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Board of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
	Voting Policy Rationale: Fixed compensation broadly in line with market practice. Variable The amount requested is significantly higher as well as the grant of sign-on bonuses.	compensation (Item 5	.3) A vote AGAINST this prop	posal is warranted because:	*
5.3	broadly in line with market practice. Variable The amount requested is significantly higher	compensation (Item 5	.3) A vote AGAINST this prop	posal is warranted because:	*
5.3	broadly in line with market practice. Variable The amount requested is significantly higher as well as the grant of sign-on bonuses. Approve Variable Remuneration of Executive Committee in the Amount of	compensation (Item 5 than last year and the Mgmt (Item 5.2) A vote FOR compensation (Item 5	<i>.3) A vote AGAINST this propret is a lack of transparency to</i> For <i>His item is warranted becau</i> <i>.3) A vote AGAINST this prop</i>	posal is warranted because: o explain variable pay outco Against use the proposal appears to posal is warranted because:	* mes Against be *
5.3	broadly in line with market practice. Variable The amount requested is significantly higher as well as the grant of sign-on bonuses. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million Voting Policy Rationale: Fixed compensation broadly in line with market practice. Variable The amount requested is significantly higher	compensation (Item 5 than last year and the Mgmt (Item 5.2) A vote FOR compensation (Item 5	<i>.3) A vote AGAINST this propret is a lack of transparency to</i> For <i>His item is warranted becau</i> <i>.3) A vote AGAINST this prop</i>	posal is warranted because: o explain variable pay outco Against use the proposal appears to posal is warranted because:	* mes Against be *
	broadly in line with market practice. Variable The amount requested is significantly higher as well as the grant of sign-on bonuses. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million Voting Policy Rationale: Fixed compensation broadly in line with market practice. Variable The amount requested is significantly higher as well as the grant of sign-on bonuses.	e compensation (Item 5 than last year and the Mgmt (Item 5.2) A vote FOR compensation (Item 5 than last year and the	3) A vote AGAINST this prop re is a lack of transparency to For this item is warranted becau 3) A vote AGAINST this prop re is a lack of transparency to	posal is warranted because: o explain variable pay outco Against use the proposal appears to posal is warranted because: o explain variable pay outco	* mes Against be * mes
6.1	broadly in line with market practice. Variable The amount requested is significantly higher as well as the grant of sign-on bonuses. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million Voting Policy Rationale: Fixed compensation broadly in line with market practice. Variable The amount requested is significantly higher as well as the grant of sign-on bonuses. Amend Corporate Purpose	e compensation (Item 5 than last year and the Mgmt (Item 5.2) A vote FOR compensation (Item 5 than last year and the Mgmt Mgmt osed article amendmen	<i>.3) A vote AGAINST this prop</i> <i>re is a lack of transparency to</i> For <i>this item is warranted becau</i> <i>.3) A vote AGAINST this prop</i> <i>re is a lack of transparency to</i> For For For	posal is warranted because: o explain variable pay outco Against use the proposal appears to posal is warranted because: o explain variable pay outco For For	* mes Against be * mes For For

in nature and largely reflect amendments in line with new Swiss statutory requirements.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
6.5	Amend Articles Re: Duties of the Board of Directors; Board Meetings	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop in nature and largely reflect amendments in			ney are overall non-contention	15
6.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop in nature and largely reflect amendments in			ney are overall non-contention	IS
6.7	Amend Articles Re: Electronic Communication	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the prop in nature and largely reflect amendments in			ney are overall non-contention	15
7	Transact Other Business (Voting)	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is a shareholder to the proxy in case new voting board of directors; and * The content of the shareholders' best interest to vote against th	items or counterprop se new items or coun	osals are introduced at the me terproposals is not known at t	eeting by shareholders or the	2

IndusInd Bank Limited

Meeting Date: 12/06/2023	Country: India	Ticker: 532187
Record Date: 10/27/2023	Meeting Type: Special	
Primary Security ID: Y3990M134		

					Shares Voted: 247,089
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Amend Articles of Association - Board Related	Mgmt	For	For	For

Home First Finance Company India Ltd.

Meeting Date: 12/07/2023	Country: India	Ticker: 543259
Record Date: 11/03/2023	Meeting Type: Special	
Primary Security ID: Y3269P107		

					Shares Voted: 187,255
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Amend Object Clause of the Memorandum of Association	Mgmt	For	For	For

YouGov Plc

Meeting Date: 12/07/2023 Record Date: 12/05/2023 Primary Security ID: G9875S112 Country: United Kingdom Meeting Type: Annual Ticker: YOU

					Shares Voted: 6,070
Proposal 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	Appoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Shalini Govil-Pai as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the electron Rosemary Leith, Ashley Martin, Alex McInto because no significant concerns have been	sh, Andrea Newman, N			
7	Elect Steve Hatch as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the electron Rosemary Leith, Ashley Martin, Alex McInto because no significant concerns have been	sh, Andrea Newman, N			
8	Elect Devesh Mishra as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elec Rosemary Leith, Ashley Martin, Alex McIntc because no significant concerns have been	sh, Andrea Newman, N			
9	Re-elect Sundip Chahal as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the electron Rosemary Leith, Ashley Martin, Alex McInto because no significant concerns have been	sh, Andrea Newman, N			
10	Re-elect Rosemary Leith as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elec Rosemary Leith, Ashley Martin, Alex McInto because no significant concerns have been	sh, Andrea Newman, N			
11	Re-elect Ashley Martin as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the ele Rosemary Leith, Ashley Martin, Alex McInto because no significant concerns have been	sh, Andrea Newman, N			
12	Re-elect Alexander McIntosh as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the ele Rosemary Leith, Ashley Martin, Alex McInto because no significant concerns have been	sh, Andrea Newman, N			
13	Re-elect Andrea Newman as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the ele Rosemary Leith, Ashley Martin, Alex McIntc because no significant concerns have been	sh, Andrea Newman, N			

YouGov Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Re-elect Nicholas Prettejohn as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elec Rosemary Leith, Ashley Martin, Alex McInto because no significant concerns have been i	sh, Andrea Newman,			
15	Re-elect Stephan Shakespeare as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the elec Rosemary Leith, Ashley Martin, Alex McInto because no significant concerns have been a	sh, Andrea Newman,			
16	Approve Final Dividend	Mgmt	For	For	For
17	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	Mgmt	For	For	For
18	Approve Long-Term Incentive Plan	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warrante	d because the proposed amo	unts and durations are within	
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warrante	d because the proposed amo	unts and durations are within	
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re recommended limits.	esolutions is warrante	d because the proposed amo	unts and durations are within	
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Polymetal International Plc

Meeting Date: 12/08/2023	Country: Jersey	Ticker: POLY
Record Date: 12/06/2023	Meeting Type: Special	
Primary Security ID: G7179S101		

				Shares V	oted: 0
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Vote Rec Instructi	on
1	Authorise Off-Market Purchase of Ordinary Shares in Connection with the Exchange Offer	Mgmt	For	Against	
	Voting Policy Rationale: Votes AGAINST the unequal treatment of shareholders based on sufficiently justified by the company.				
2	Amend Articles of Association	Mgmt	For	Against	
	Voting Policy Rationale: Votes AGAINST the	se Items are warranted	, because: * The proposed	d share exchange plan allows for	

Voting Policy Rationale: Votes AGAINST these items are warranted, because: * The proposed share exchange plan allows ro unequal treatment of shareholders based on their jurisdiction. * The proposed unequal treatment of shareholders is not sufficiently justified by the company.

Polymetal International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Vote Rec Instruction
3	Authorise the Company to Hold Repurchased Ordinary Shares Pursuant to the Exchange Offer as Treasury Shares	Mgmt	For	Against
	Voting Policy Rationale: Votes AGAINST the unequal treatment of shareholders based or			

sufficiently justified by the company.

Zijin Mining Group Co., Ltd.

Meeting Date: 12/08/2023	Country: China	Ticker: 2899
Record Date: 11/30/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y9892H107		

					Shares Voted: 580,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Share Option Incentive Scheme for 2023 (Draft) and Its Summary	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re reasonable.	esolutions is warranted	l given that the terms of the p	proposed 2023 SOS are	
2	Approve Administrative Measures for Implementation of Appraisal for the Share Option Incentive Scheme	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re reasonable.	esolutions is warranted	l given that the terms of the p	proposed 2023 SOS are	
3	Approve Authorization to the Board of Directors to Handle Matters Relating to the Share Option Incentive Scheme	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re reasonable.	esolutions is warranted	l given that the terms of the p	proposed 2023 SOS are	
4	Approve Employee Stock Ownership Scheme for 2023 (Draft) and Its Summary	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re repurchased shares to the repurchase costs and vesting conditions that is expected to m	of the company's trea	sury shares, the 2023 ESOS i		
5	Approve Administrative Policy of the Employee Stock Ownership Scheme	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re repurchased shares to the repurchase costs and vesting conditions that is expected to m	of the company's trea	sury shares, the 2023 ESOS i	-	
6	Approve Authorization to the Board of Directors to Handle Matters Relating to the Employee Stock Ownership Scheme	Mgmt	For	For	For
	Vation Dalian Dationales A susta FOD these w		d Descrites the discount warmen		

Voting Policy Rationale: A vote FOR these resolutions is warranted. Despite the discount represented by the issuance of repurchased shares to the repurchase costs of the company's treasury shares, the 2023 ESOS includes performance hurdles and vesting conditions that is expected to mitigate concerns over the said discount.

Zijin Mining Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Profit Distribution Proposal	Mgmt	For	For	For
8	Approve Amendments to the Rules on Work for Independent Directors	Mgmt	For	For	For
9	Approve Adjustments to Allowances of Independent Directors, Non-Executive Director and External Supervisor of the Eighth Term	Mgmt	For	For	For
10	Approve Development of Futures and Derivative Trading Businesses of Subsidiaries	Mgmt	For	For	For

Zijin Mining Group Co., Ltd.

Meeting Date: 12/08/2023	Country: China	Ticker: 2899
Record Date: 11/30/2023	Meeting Type: Special	
Primary Security ID: Y9892H107		

					Shares Voted: 580,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Share Option Incentive Scheme for 2023 (Draft) and Its Summary	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re reasonable.	esolutions is warranted	given that the overall term	s of the proposed 2023 SOS is	
2	Approve Administrative Measures for Implementation of Appraisal for the Share Option Incentive Scheme	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re reasonable.	esolutions is warranted	given that the overall term	s of the proposed 2023 SOS is	
3	Approve Authorization to the Board of Directors to Handle Matters Relating to the Share Option Incentive Scheme	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re reasonable.	esolutions is warranted	given that the overall term	s of the proposed 2023 SOS is	

Nova Ljubljanska banka dd

Meeting Date: 12/11/2023	Country: Slovenia	Ticker: NLBR
Record Date: 11/07/2023	Meeting Type: Special	
Primary Security ID: X58782131		

					Shares Voted: 786,069
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction

Meeting for GDR Holders

Nova Ljubljanska banka dd

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Verify Quorum; Elect Meeting Chairman	Mgmt	For	For	For
1.1	Counterproposals by Shareholders to Item 1	SH	Against	Against	Against
	Voting Policy Rationale: Because the conten	t of these items is unkn	own, a vote AGAINST is recomi	mended.	
2	Approve Allocation of Income and Dividends of EUR 2.75 per Share	Mgmt	For	For	For
2.1	Counterproposals by Shareholders to Item 2	SH	Against	Against	Against
	Voting Policy Rationale: Because the conten	t of these items is unkn	own, a vote AGAINST is recomi	mended.	
3	Approve Remuneration Policy	Mgmt	For	Against	For
	allows for significant board discretion as it authorizes the board to grant additional 'special', 'retention' or 'guaranteed' bonuses. Although the policy is setting a maximum award level, the conditions for awarding under these programs is unclear; * The performance conditions under the LTI are not clearly defined (50%). Although these are linked to the strategy, it is unclear what the exact KPIs are; * The company failed to fully disclose a vesting schedule for the relative TSR measure under the LTI (relative weighting 50%) further clarifying the stringency of target setting. The lack of disclosure also does not allow to assess whether the target setting would allow for vesting for below median performance; * Some of the performance metrics under the STI and LTI are not clearly defined, reducing the measurability of the metrics and overall policy; * A management board member might be entitled to receive termination benefits in case of resignation by resignee's initiative. The award of such termination benefits seems to be at the discretion of the supervisory board.				
3.1	Counterproposals by Shareholders to Item 3	SH	Against	Against	Against
4.1	Voting Policy Rationale: Because the content I am an Ultimate Beneficial Owner of GDRs Referred to in the Voting Instructions and Do Not Hold GDRs for the Account of any Other Person or Hold an Interest in the Company's Voting Share Capital	Mgmt	<i>own, a vote AGAINST is recomi</i> None	<i>menaea.</i> Refer	For
	Voting Policy Rationale: These items are to recommendation is not contemplated.	verify shareholder infori	mation and are not a managem	ent proposal, hence a vote	2
4.2a	Voting Party is a Third Party Intermediary	Mgmt	None	Refer	For
	Voting Policy Rationale: These items are to recommendation is not contemplated.	verify shareholder infori	mation and are not a managem	ent proposal, hence a vote	2
4.2b	Third Party Intermediary is Authorised to Give Instructions on Behalf of Beneficial Owner of GDRs and Undertakes to Obtain and Provide	Mgmt	None	Refer	For

SUPCON Technology Co., Ltd.

Meeting Date: 12/11/2023	Country: China	Ticker: 688777
Record Date: 12/04/2023	Meeting Type: Special	
Primary Security ID: Y989TE105		

SUPCON Technology Co., Ltd.

					Shares Voted: 20,860			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction			
1	Approve Amendments to Articles of Association	Mgmt	For	For	For			
2	Approve Formulation and Amendment of Some Corporate Governance Systems	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST is v covered under the proposed amendments.	warranted given the con	npany has not specified the	e details and the provisions				
3	Approve Remuneration of Directors	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST is v	varranted due to lack of	f sufficient disclosure.					
4	Approve Remuneration of Supervisors	Mgmt	For	For	For			
5	Approve Use of Temporarily Idle Own Funds to Invest in Financial Products	Mgmt	For	Against	Against			
	Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.							
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt						
6.1	Elect CUI SHAN as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.							
6.2	Elect Zhang Kehua as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.							
6.3	Elect Wang Jianxin as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.							
5.4	Elect Xue Anke as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.							
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt						
7.1	Elect Chen Xin as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted given	n the absence of any known	n issues concerning the				
7.2	Elect Shen Haiqiang as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nomi nominees.	inees is warranted given	n the absence of any known	n issues concerning the				
7.3	Elect Xu Chao as Director	Mgmt	For	For	For			
	Voting Policy Rationale: A vote FOR all nominominominees.	inees is warranted given	n the absence of any known	n issues concerning the				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt						

CUMULATIVE VOTING

SUPCON Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
8.1	Elect Liang Qiaochu as Supervisor	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR both nominees.	nominees is warranted g	iven the absence of any know	wn issues concerning the		
8.2	Elect Wang Chenqi as Supervisor	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.					

SUPCON Technology Co., Ltd.

Meeting Date: 12/11/2023	Country: China	Ticker: 688777
Record Date: 11/27/2023	Meeting Type: Special	
Primary Security ID: Y989TE105		

					Shares Voted: 70,000		
roposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
	Meeting for GDR Holders	Mgmt					
1	Approve Amendments to Articles of Association	Mgmt	For	For	For		
2	Approve Formulation and Amendment of Some Corporate Governance Systems	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST is covered under the proposed amendments.	warranted given the co	ompany has not specified th	e details and the provisions			
3	Approve Remuneration of Directors	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST is	warranted due to lack	of sufficient disclosure.				
4	Approve Remuneration of Supervisors	Mgmt	For	For	For		
5	Approve Use of Temporarily Idle Own Funds to Invest in Financial Products	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.						
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt					
6.1	Elect CUI SHAN as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nom nominees.	inees is warranted give	en the absence of any know	n issues concerning the			
6.2	Elect Zhang Kehua as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nom nominees.	inees is warranted give	en the absence of any know	n issues concerning the			
6.3	Elect Wang Jianxin as Director	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR all nom nominees.	ninees is warranted give	en the absence of any know	n issues concerning the			

Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.

SUPCON Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
7.1	Elect Chen Xin as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nom nominees.	inees is warranted give	n the absence of any know	n issues concerning the		-
7.2	Elect Shen Haiqiang as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nom nominees.	inees is warranted give	n the absence of any know	n issues concerning the		-
7.3	Elect Xu Chao as Director	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR all nom. nominees.	inees is warranted give	n the absence of any know	n issues concerning the		-
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt				
8.1	Elect Liang Qiaochu as Supervisor	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR both no nominees.	minees is warranted gi	ven the absence of any kno	own issues concerning the		-
8.2	Elect Wang Chenqi as Supervisor	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.					-

Fabrinet

Meeting Date: 12/12/2023	Country: Cayman Islands	Ticker: FN
Record Date: 10/17/2023	Meeting Type: Annual	
Primary Security ID: G3323L100		

					Shares Voted: 31,626
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Seamus Grady	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the direct	tor nominees is warranted.			
1.2	Elect Director Thomas F. Kelly	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the direct	tor nominees is warranted.			
2	Ratify PricewaterhouseCoopers ABAS Ltd. 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

Arcadis NV

Meeting Date: 12/13/2023	Country: Netherlands	Ticker: ARCAD
Record Date: 11/15/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N0605M147		

Arcadis NV

					Shares Voted:	31,410
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Votin Policy Rec	-	
	Extraordinary Meeting Agenda	Mgmt				
1a	Open Meeting	Mgmt				
1b	Receive Announcements	Mgmt				
2a	Elect L.M. Morant to Supervisory Board	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these ele exceeding four years; * The candidates appe no known controversy concerning the candid	ar to possess the neces		,	ere is	
2b	Elect P. de Wit to Supervisory Board	Mgmt	For	For	For	
	Voting Policy Rationale: A vote FOR these ele exceeding four years; * The candidates appe no known controversy concerning the candid	ar to possess the neces		,	ere is	
3	Allow Questions	Mgmt				
4	Close Meeting	Mgmt				

KWS SAAT SE & Co. KGaA

Meeting Date: 12/13/2023	Country: Germany	Ticker: KWS
Record Date: 11/21/2023	Meeting Type: Annual	
Primary Security ID: D39062100		

					Shares Voted: 74,416
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2022/23	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022/23	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these pro partner and supervisory board have not fulfi			e that the personally liable	
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR these pro partner and supervisory board have not fulfi			e that the personally liable	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

KWS SAAT SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy	Mgmt	For	Against	For

Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposed policy continues to contain significant scope for the award of discretionary payments via special bonuses and the possibility to adjust long-term incentive outcomes, which have not been well explained. * The performance criterion triggering an increase in the STI cap, as well as the performance criterion triggering a downward adjustment under the LTI, may not appear sufficiently challenging to some shareholders.

Winnebago Industries, Inc.

Meeting Date: 12/14/2023	Country: USA	Ticker: WGO
Record Date: 10/19/2023	Meeting Type: Annual	
Primary Security ID: 974637100		

					Shares Voted: 60
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sara E. Armbruster	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the direc	tor nominees is warranted.			
1b	Elect Director William C. Fisher	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the direc	tor nominees is warranted.			
1c	Elect Director Michael J. Happe	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the direc	tor nominees is warranted.			
1d	Elect Director Staci L. Kroon	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the direc	tor 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	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

China Life Insurance Company Limited

Meeting Date: 12/15/2023	Country: China	Ticker: 2628
Record Date: 11/24/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y1477R204	Shareholders	

China Life Insurance Company Limited

					Shares Voted: 4,349,000
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Elect Liu Hui as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the e concerning the nominees and the compar		-	ce of any known issues	
2	Elect Ruan Qi as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.				
3	Elect Li Bing as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the e concerning the nominees and the compar		-	ce of any known issues	
4	Approve Project Huizhi	SH	For	For	For
	Voting Policy Rationale: A vote FOR the e concerning the nominees and the compar		-	ce of any known issues	
5	Approve Issuance of Capital Supplementary Bonds	SH	For	For	For
	Voting Policy Rationale: A vote FOR the e concerning the nominees and the compar		-	ce of any known issues	

Allkem Limited

Meeting Date: 12/19/2023	Country: Australia	Ticker: AKE
Record Date: 12/17/2023	Meeting Type: Court	
Primary Security ID: Q0226L103		

					Shares Voted: 4,579,748
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court-Ordered Meeting	Mgmt			
1	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Arcadium Lithium plc	Mgmt	For	For	For

Beijing Roborock Technology Co., Ltd.

Meeting Date: 12/20/2023	Country: China	Ticker: 688169
Record Date: 12/13/2023	Meeting Type: Special	
Primary Security ID: Y077C9108		

Beijing Roborock Technology Co., Ltd.

					Shares Voted: 15,163	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Amendments to Articles of Association	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is likelihood of independent directors attendir and * the amendment might hinder the inc	ng the meeting, and the	erefore reduce independent	oversight of board resolutions;		
	AMEND CORPORATE GOVERNANCE SYSTEM	Mgmt				
2.1	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is covered under the proposed amendments.	warranted given the co	ompany has not specified th	ne details and the provisions		
2.2	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is covered under the proposed amendments.	warranted given the co	ompany has not specified th	ne details and the provisions		
2.3	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is covered under the proposed amendments.	warranted given the co	ompany has not specified th	e details and the provisions		
2.4	Amend Working System for Independent Directors	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					
2.5	Amend Management System for Providing External Investments	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is covered under the proposed amendments.	warranted given the co	ompany has not specified th	ne details and the provisions		
2.6	Amend Management System for Providing External Guarantees	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is covered under the proposed amendments.	warranted given the co	ompany has not specified th	ne details and the provisions		
2.7	Amend Related-Party Transaction Management System	Mgmt	For	Against	For	
	Voting Policy Rationale: A vote AGAINST is covered under the proposed amendments.	warranted given the co	ompany has not specified th	ne details and the provisions		

Hainan Meilan International Airport Company Limited

Meeting Date: 12/20/2023	Country: China	Ticker: 357
Record Date: 11/30/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y3245V103		

					Shares Voted: 204,300
roposal lumber	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve 2023 Supplemental Parent Company Domestic Shares Subscription Agreement	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these r periods of the 2020 Parent Company Dome successful implementation of the Parent Co of proceeds are in line with the group's ove milestones and amplify its market and indu provided that its amount is within only a dii deemed not excessive.	stic Shares Subscription mpany Subscription and rall business developme stry position; and * the i	Agreement and New H Shi issuance of new H Shares nt plan and are significant final consideration can only	ares Issue is expected to ensi- ; * the potential benefits and for the group to achieve new v be at such new appraised va	ure Luse Jalue
2	Approve Extension of the Validity Period of the Resolutions in Relation to the Parent Company Subscription	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these r periods of the 2020 Parent Company Dome successful implementation of the Parent Co of proceeds are in line with the group's ove milestones and amplify its market and indu provided that its amount is within only a diu deemed not excessive.	stic Shares Subscription mpany Subscription and rall business developme stry position; and * the i	Agreement and New H Shi issuance of new H Shares nt plan and are significant final consideration can only	ares Issue is expected to ensi- ; * the potential benefits and for the group to achieve new v be at such new appraised va	ure Luse Jalue
	Approve Extension of the Validity Period of the Specific Mandate in Relation to the New H Shares Issue, Together with the Resolutions on the Specific Mandate for the New H Shares Issue and Listing of New H Shares on the Stock Exchange	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these r periods of the 2020 Parent Company Dome successful implementation of the Parent Co of proceeds are in line with the group's ove milestones and amplify its market and indu provided that its amount is within only a di deemed not excessive.	stic Shares Subscription mpany Subscription and rall business developme stry position; and * the i	Agreement and New H Sh issuance of new H Shares nt plan and are significant final consideration can only	ares Issue is expected to ensi- ; * the potential benefits and for the group to achieve new v be at such new appraised vo	ure use alue
	Approve Extension of the Authorization to the Board to Deal with and Complete the Parent Company Subscription	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these r periods of the 2020 Parent Company Dome successful implementation of the Parent Co of proceeds are in line with the group's ove milestones and amplify its market and indu provided that its amount is within only a din deemed not excessive.	stic Shares Subscription mpany Subscription and rall business developme stry position; and * the i	Agreement and New H Shi issuance of new H Shares nt plan and are significant final consideration can only	ares Issue is expected to ensi- ; * the potential benefits and for the group to achieve new v be at such new appraised va	ure Luse Jalue
	Approve Extension of the Authorization to the Board to Deal with and Complete All the Matters in Relation to the New H Shares Issue	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these r periods of the 2020 Parent Company Dome successful implementation of the Parent Co of proceeds are in line with the group's ove	stic Shares Subscription mpany Subscription and	Agreement and New H Sha issuance of new H Shares	ares Issue is expected to ensi- ; * the potential benefits and	ure Luse

successful implementation of the Parent Company Subscription Agence of new H Shares; * the potential benefits and use of proceeds are in line with the group's overall business development plan and are significant for the group to achieve new milestones and amplify its market and industry position; and * the final consideration can only be at such new appraised value provided that its amount is within only a difference of not more than one percent compared to the 2023 Valuation, which is deemed not excessive.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
6	Approve Authorization to the Board to Determine the Final Consideration if There is No Material Difference in Valuation and Sign Any Supplemental Agreement in Relation to the Parent Company Subscription	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these resolutions is warranted in view of the following: * the proposed extension of validity periods of the 2020 Parent Company Domestic Shares Subscription Agreement and New H Shares Issue is expected to ensure successful implementation of the Parent Company Subscription and issuance of new H Shares; * the potential benefits and use of proceeds are in line with the group's overall business development plan and are significant for the group to achieve new milestones and amplify its market and industry position; and * the final consideration can only be at such new appraised value provided that its amount is within only a difference of not more than one percent compared to the 2023 Valuation, which is deemed not excessive.						
7	Approve AOA Consequential Amendments	Mgmt	For	For	For		
	Voting Policy Rationale: A vote FOR these re periods of the 2020 Parent Company Domes successful implementation of the Parent Con of proceeds are in line with the group's over milestones and amplify its market and indus provided that its amount is within only a diff deemed not excessive.	tic Shares Subscription , npany Subscription and all business developmer try position; and * the fa	Agreement and New H Share issuance of new H Shares; * nt plan and are significant fo înal consideration can only b	es Issue is expected to ensui the potential benefits and u r the group to achieve new re at such new appraised val	ise		
8	Approve Proposals Put Forward by Any Shareholder(s) Holding Three Percent or More of the Shares Entitled to Vote	Mgmt	For	Against	Against		

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information.

Hainan Meilan International Airport Company Limited

Meeting Date: 12/20/2023	Country: China	Ticker: 357
Record Date: 11/30/2023	Meeting Type: Special	
Primary Security ID: Y3245V103		

					Shares Voted: 204,300
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt			
1	Approve 2023 Supplemental Parent Company Domestic Shares Subscription Agreement	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR these resolutions is warranted in view of the following: * the proposed extension of validity periods of the 2020 Parent Company Domestic Shares Subscription Agreement and New H Shares Issue is expected to ensure successful implementation of the Parent Company Subscription and issuance of new H Shares; * the potential benefits and use of proceeds are in line with the group's overall business development plan and are significant for the group to achieve new milestones and amplify its market and industry position; and * the final consideration can only be at such new appraised value provided that its amount is within only a difference of not more than one percent compared to the 2023 Valuation, which is deemed not excessive.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Extension of the Validity Period of the Resolutions in Relation to the Parent Company Subscription	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re- periods of the 2020 Parent Company Domest successful implementation of the Parent Com of proceeds are in line with the group's over milestones and amplify its market and indust provided that its amount is within only a diffe deemed not excessive.	ic Shares Subscription pany Subscription and all business developm ry position; and * th	n Agreement and New H Shand Issuance of new H Shares; nent plan and are significant i e final consideration can only	ares Issue is expected to ensure * the potential benefits and to for the group to achieve new y be at such new appraised val	re Ise
3	Approve Extension of the Validity Period of the Specific Mandate in Relation to the New H Shares Issue, Together with the Resolutions on the Specific Mandate for the New H Shares Issue and Listing of New H Shares on the Stock Exchange	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re- periods of the 2020 Parent Company Domest successful implementation of the Parent Com of proceeds are in line with the group's over milestones and amplify its market and indust provided that its amount is within only a diffe deemed not excessive.	ic Shares Subscription pany Subscription and all business developm ry position; and * th	n Agreement and New H Shand Issuance of new H Shares; nent plan and are significant i e final consideration can only	ares Issue is expected to ensu- * the potential benefits and to for the group to achieve new be at such new appraised val	re Ise
4	Approve Extension of the Authorization to the Board to Deal with and Complete the Parent Company Subscription	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these re- periods of the 2020 Parent Company Domest successful implementation of the Parent Com of proceeds are in line with the group's over milestones and amplify its market and indust provided that its amount is within only a diffe deemed not excessive.	ic Shares Subscription pany Subscription and all business developm ry position; and * th	n Agreement and New H Sha nd issuance of new H Shares; nent plan and are significant i e final consideration can only	ares Issue is expected to ensure * the potential benefits and to for the group to achieve new be at such new appraised val	re Ise
5	Approve Extension of the Authorization to the Board to Deal with and Complete All the Matters in Relation to the New H Shares Issue	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these respected s of the 2020 Parent Company Domest successful implementation of the Parent Com of proceeds are in line with the group's overa milestones and amplify its market and indust provided that its amount is within only a difference deemed not excessive.	ic Shares Subscription pany Subscription and all business developm ry position; and * th	n Agreement and New H Sha nd issuance of new H Shares; nent plan and are significant i e final consideration can only	ares Issue is expected to ensure * the potential benefits and u for the group to achieve new be at such new appraised val	re Ise
6	Approve Authorization to the Board to Determine the Final Consideration if There is No Material Difference in Valuation and Sign Any Supplemental Agreement in Relation to the Parent Company Subscription	Mgmt	For	For	For

successful implementation of the Parent Company Subscription and issuance of new H Shares; * the potential benefits and use of proceeds are in line with the group's overall business development plan and are significant for the group to achieve new milestones and amplify its market and industry position; and * the final consideration can only be at such new appraised value provided that its amount is within only a difference of not more than one percent compared to the 2023 Valuation, which is deemed not excessive.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Vote Rec Instruc	tion
7	Approve AOA Consequential Amendments	Mgmt	For	For For	
	Voting Policy Rationale: A vote FOR these re periods of the 2020 Parent Company Dome successful implementation of the Parent Co. of proceeds are in line with the group's over milestones and amplify its market and indus provided that its amount is within only a dif deemed not excessive.	stic Shares Subscription mpany Subscription and rall business developme stry position; and * the	Agreement and New H Sha d issuance of new H Shares; ent plan and are significant f final consideration can only	ares Issue is expected to ensure * the potential benefits and use for the group to achieve new be at such new appraised value	
8	Approve Proposals Put Forward by Any Shareholder(s) Holding Three Percent or More of the Shares Entitled to Vote	Mgmt	For	Against Against	
	Voting Policy Rationale: A vote AGAINST th	s resolution is warrante	ed given the lack of informat	tion.	

Bank of Baroda

Meeting Date: 12/21/2023	Country: India	Ticker: 532134
Record Date: 11/17/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y0643L141		

					Shares Voted: 1,558,869
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	ELECT ONE SHAREHOLDER DIRECTOR FROM THE FOLLOWING NOMINEES	Mgmt			
	Voting Policy Rationale: A vote AGAINST Ite	m 1 is warranted giver	n the name of the nominee	is not disclosed.	
1.1	Elect Sanjay Kapoor as Director	Mgmt	For	Against	
	Voting Policy Rationale: A vote against these nominees' background and work experience.		ted given the lack of relevar	nt disclosure regarding the	
1.2	Elect Priyank Sharma as Director	Mgmt	For	Against	
	Voting Policy Rationale: A vote against these nominees' background and work experience.		ted given the lack of relevar	nt disclosure regarding the	
1.3	Elect Suresh Chand Garg as Director	Mgmt	For	Against	
	Voting Policy Rationale: A vote against these nominees' background and work experience.		ted given the lack of releval	nt disclosure regarding the	
1.4	Elect Kartar Singh Chauhan as Director	Mgmt	For	Against	
	Voting Policy Rationale: A vote against these nominees' background and work experience.		ted given the lack of releval	nt disclosure regarding the	
1.5	Elect Nina Nagpal as Director	Mgmt	For	Against	
	Voting Policy Rationale: A vote against these nominees' background and work experience.		ted given the lack of relevar	nt disclosure regarding the	
1.6	Elect Rameshwar Prasad Vijay as Director	Mgmt	For	Against	
	Voting Policy Rationale: A vote against these	e resolutions is warran	ted given the lack of releval	nt disclosure regarding the	

Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.

Bank of Baroda

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Vote Rec Instruction
1.7	Elect Jayesh Kumar Shah as Director	Mgmt	For	Against
	Voting Policy Rationale: A vote against the nominees' background and work experience		ted given the lack of relevar	nt disclosure regarding the
1.8	Elect Vishal Thakkar as Director	Mgmt	For	Against
	Voting Policy Rationale: A vote against the nominees' background and work experience		ted given the lack of relevar	nt disclosure regarding the

					Shares Voted: 7,243,295
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	ELECT ONE SHAREHOLDER DIRECTOR FROM THE FOLLOWING NOMINEES	Mgmt			
	Voting Policy Rationale: A vote AGAINST Iter	n 1 is warranted given	the name of the nominee	is not disclosed.	
1.1	Elect Sanjay Kapoor as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote against these nominees' background and work experience.	resolutions is warrant	ed given the lack of releva	nt disclosure regarding the	
1.2	Elect Priyank Sharma as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote against these nominees' background and work experience.	resolutions is warrant	ed given the lack of releva	nt disclosure regarding the	
1.3	Elect Suresh Chand Garg as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote against these nominees' background and work experience.	resolutions is warrant	ed given the lack of releva	nt disclosure regarding the	
1.4	Elect Kartar Singh Chauhan as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote against these nominees' background and work experience.	resolutions is warrant	ed given the lack of releva	nt disclosure regarding the	
1.5	Elect Nina Nagpal as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote against these nominees' background and work experience.	resolutions is warrant	ed given the lack of releva	nt disclosure regarding the	
1.6	Elect Rameshwar Prasad Vijay as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote against these nominees' background and work experience.	resolutions is warrant	ed given the lack of releva	nt disclosure regarding the	
1.7	Elect Jayesh Kumar Shah as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote against these nominees' background and work experience.	resolutions is warrant	ed given the lack of releva	nt disclosure regarding the	
1.8	Elect Vishal Thakkar as Director	Mgmt	For	Against	Against

Sungrow Power Supply Co., Ltd.

Meeting Date: 12/22/2023	Country: China	Ticker: 300274
Record Date: 12/15/2023	Meeting Type: Special	
Primary Security ID: Y8211M102		

Sungrow Power Supply Co., Ltd.

roposal Mgmt Policy Vote umber Proposal Text Proponent Rec Rec Instruction
1 Approve Draft and Summary of Mgmt For Against Against Performance Share Incentive Plan
Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme.
2 Approve Methods to Assess the Mgmt For Against Against Performance of Plan Participants Against
Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme.
3 Approve Authorization of the Board to Mgmt For Against Against Handle All Related Matters
Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme.
4 Approve Completion of Raised Funds Mgmt For For For Investment Projects and Use of Excess Raised Funds to Replenish Working Capital For For
5 Approve Capital Injection and Related Mgmt For Against For Party Transaction
Voting Policy Rationale: A vote AGAINST the proposed transaction is warranted given the following: * there is a lack of independent valuation of the target's fair value; * the capital injection price represents a significant premium to the target's audited net asset value; and * the company has failed to provide compelling justifications for the capital injection pricing, which raises concerns over fairness of the proposal.
6 Approve Joint Investment and Mgmt For For For For Establishment of Joint Stock Companies and Related Transactions with Related Parties
7 Approve Provision of Guarantee Mgmt For Against Against
Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.
8 Amend Articles of Association and Mgmt For For For For Related Annexes

China Longyuan Power Group Corporation Limited

Meeting Date: 12/29/2023	Country: China	Ticker: 916	
Record Date: 12/21/2023	Meeting Type: Extraordinary Shareholders		
Primary Security ID: Y1501T101			
		Shares Voted: 5,000	

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

Mgmt

EGM BALLOT FOR HOLDERS OF H SHARES

China Longyuan Power Group Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	
1	Approve Framework Agreement for Purchase and Sale of Comprehensive Products and Services and Proposed Annual Caps	Mgmt	For	For	For	
2	Amend Rules of Procedures of the General Meeting	Mgmt	For	For	For	
	Voting Policy Rationale: Given that the americation of the second second that overall, the amendment of the second s	, ,				
3	Amend Rules of Procedures of the Board of Directors	Mgmt	For	For	For	
	Voting Policy Rationale: Given that the amore regulations and that overall, the amendment					
4	Approve Zhongshen Zhonghuan Certified Public Accountants (Special General Partnership) as PRC Auditor and Authorize the Board to Fix Their Remuneration	Mgmt	For	For	For	

Proya Cosmetics Co., Ltd.

Meeting Date: 12/29/2023	Country: China	Ticker: 603605
Record Date: 12/22/2023	Meeting Type: Special	
Primary Security ID: Y7S88X100		

					Shares Voted: 320		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Amendments to Articles of Association	Mgmt	For	For	For		
2	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST is warranted given that the company has not specified the details and the provisions covered under the proposed amendments.						
3	Amend Working System for Independent Directors	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST is warranted given that the company has not specified the details and the provisions covered under the proposed amendments.						
4	Amend Decision-making System for Related-Party Transaction	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST is warranted given that the company has not specified the details and the provisions covered under the proposed amendments.						
5	Amend Decision Management System for Providing External Guarantees	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST is warranted given that the company has not specified the details and the provisions covered under the proposed amendments.						
6	Amend Management System for Raised Funds	Mgmt	For	Against	Against		
	Voting Policy Rationale: A vote AGAINST is warranted given that the company has not specified the details and the provisions						

Voting Policy Rationale: A vote AGAINST is warranted given that the company has not specified the details and the provisions covered under the proposed amendments.

Proya Cosmetics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Formulation of Accounting Firm Selection System	Mgmt	For	For	For