

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 Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Repurchase and Cancellation of All Company's Preferred A Shares	Mgmt	For	For	For
2	Amend Articles Re: Preferred A Shares	Mgmt	For	For	For
3	Approve Stock Merger Agreement between the Company and Its Subsidiary Companhia Hidro Eletrica do Sao Francisco (CHESF)	Mgmt	For	For	For

*Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided a reasonable rationale for 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 bylaws.*

*Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided a reasonable rationale for 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 bylaws.*

*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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.*

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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
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
5	Approve Independent Firm's Appraisals (Eletrobras and CHESF Appraisals)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
6	Ratify Ernst & Young Assessoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction (Eletrobras and CHESF Article 264 Appraisals)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
7	Approve Independent Firm's Appraisals (Eletrobras and CHESF Article 264 Appraisals)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
8	Approve Merger of CHESF Shares	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
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
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				

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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
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
11	Ratify Taticca Auditores Independentes S.S. as Independent Firm to Appraise Proposed Transaction (CGT Eletrosul Appraisal and, If Not Previously Approved, Eletrobras Appraisal)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
12	Approve Independent Firm's Appraisals (CGT Eletrosul Appraisal and, If Not Previously Approved, Eletrobras Appraisal)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
13	Ratify Ernst & Young Assessoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction (CGT Eletrosul Article 264 Appraisal and, If Not Previously Approved, Eletrobras Article 264 Appraisal)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
14	Approve Independent Firm's Appraisals (CGT Eletrosul Article 264 Appraisal and, If Not Previously Approved, Eletrobras Article 264 Appraisal)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
15	Approve Merger of CGT Eletrosul Shares	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				

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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
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
17	Approve Stock Merger Agreement between the Company and Its Subsidiary Furnas - Centrais Eletricas S.A. (Furnas)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
18	Ratify Taticca Auditores Independentes S.S. as Independent Firm to Appraise Proposed Transaction (Furnas Appraisal and, If Not Previously Approved, Eletrobras Appraisal)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
19	Approve Independent Firm's Appraisals (Furnas Appraisal and, If Not Previously Approved, Eletrobras Appraisal)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
20	Ratify Ernst & Young Assessoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction (Furnas Article 264 Appraisal and, If Not Previously Approved, Eletrobras Article 264 Appraisal)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
21	Approve Independent Firm's Appraisals (Furnas Article 264 Appraisal and, If Not Previously Approved, Eletrobras Article 264 Appraisal)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Approve Merger of Furnas Shares	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
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
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
24	Approve Stock Merger Agreement between the Company and Its Subsidiary Centrais Eletricas do Norte do Brasil S.A. (Eletronorte)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
25	Ratify Taticca Auditores Independentes S.S. as Independent Firm to Appraise Proposed Transaction (Eletronorte Appraisal and, If Not Previously Approved, Eletrobras Appraisal)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
26	Approve Independent Firm's Appraisals (Eletronorte Appraisal and, If Not Previously Approved, Eletrobras Appraisal)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				
27	Ratify Ernst & Young Assessoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction (Eletronorte Article 264 Appraisal and, If Not Previously Approved, Eletrobras Article 264 Appraisal)	Mgmt	For	For	For
	<i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i>				

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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, Eletrobras Article 264 Appraisal)	Mgmt	For	For	For
<p><i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i></p>					
29	Approve Merger of Eletronorte Shares	Mgmt	For	For	For
<p><i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i></p>					
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
<p><i>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 Eletrobras' ordinary shares, alleviating concerns regarding excessive dilution to current shareholders.</i></p>					
31	Amend Article 4 to Reflect Changes in Capital and Consolidate Bylaws	Mgmt	For	For	For

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
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i></p>					
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

Country: USA

Ticker: LNN

Record Date: 11/14/2022

Meeting Type: Annual

Primary Security ID: 535555106

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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Ibrahim Gokcen	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director David B. Rayburn	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
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

Country: India

Ticker: 532215

Record Date: 12/09/2022

Meeting Type: Special

Primary Security ID: Y0487S137

Shares Voted: 8,927,474

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
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The Scheme permits stock units to be issued with an exercise price at a discount to the current market price. * The exact performance conditions and targets for vesting have not been disclosed. * The proposals include grant of units to employees of associate companies without a compelling rationale.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The Scheme permits stock units to be issued with an exercise price at a discount to the current market price. * The exact performance conditions and targets for vesting have not been disclosed. * The proposals include grant of units to employees of associate companies without a compelling rationale.</i></p>					
6	Approve Modification to the Existing Axis Bank Employees Stock Option Scheme, 2000-01	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The proposed amendment facilitates grant of units to employees of associate companies without a compelling rationale.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The proposed amendment facilitates grant of units to employees of associate companies without a compelling rationale.</i></p>					

Linde Plc

Meeting Date: 01/18/2023

Country: Ireland

Ticker: LIN

Record Date: 01/16/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: G5494J103

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
	<i>Voting Policy Rationale: The board has provided compelling evidence that the persistent technical selling pressure as a result of Linde's inclusion in the DAX index, along with other European market dynamics, has continued to adversely impact its stock valuation over the last two years. Accordingly, a vote FOR these proposals is warranted, as it would help facilitate the implementation of the reorganization to delist from the FSE and enhance shareholder value.</i>				
2	Amend Articles of Association	Mgmt	For	For	For
	<i>Voting Policy Rationale: The board has provided compelling evidence that the persistent technical selling pressure as a result of Linde's inclusion in the DAX index, along with other European market dynamics, has continued to adversely impact its stock valuation over the last two years. Accordingly, a vote FOR these proposals is warranted, as it would help facilitate the implementation of the reorganization to delist from the FSE and enhance shareholder value.</i>				
3	Approve Common Draft Terms of Merger	Mgmt	For	For	For
	<i>Voting Policy Rationale: The board has provided compelling evidence that the persistent technical selling pressure as a result of Linde's inclusion in the DAX index, along with other European market dynamics, has continued to adversely impact its stock valuation over the last two years. Accordingly, a vote FOR these proposals is warranted, as it would help facilitate the implementation of the reorganization to delist from the FSE and enhance shareholder value.</i>				

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

Country: Netherlands

Ticker: DSM

Record Date: 12/26/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: N5017D122

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
<p><i>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.</i></p>					
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<p><i>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.</i></p>					
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	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as the proposed remuneration report is below market practice, regarding actual content and disclosure. Concerns are raised as STI non-financial performance metrics' achievement levels are not disclosed and the company applied discretion for a maximum award payout to the new CEO without providing further rationale. Furthermore, the former CEO and CFO received other compensation without any further disclosure on the nature of this remuneration.</i></p>					
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For

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
<i>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.</i>					
3.b	Approve Discharge of Non-Executive Members of the Board	Mgmt	For	For	For
<i>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.</i>					
4.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because these proposals are in line with commonly used safeguards regarding volume, pricing, and duration.</i>					
4.b	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because these proposals are in line with commonly used safeguards regarding volume, pricing, and duration.</i>					
5.a	Elect Trevor Masters as Executive Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the elections of Neil Galloway and Trevor Masters as executive directors 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. 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).</i>					
5.b	Elect Neil Galloway as Executive Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the elections of Neil Galloway and Trevor Masters as executive directors 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. 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).</i>					
5.c	Elect Andy Bond as Non-Executive Director	Mgmt	For	Against	Abstain
<i>Voting Policy Rationale: A vote FOR the elections of Neil Galloway and Trevor Masters as executive directors 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. 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).</i>					

Pepco Group BV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * Disclosure of non-financial STI performance metrics and targets (20% weight) is unclear. * Significant increase in the maximum STI award (from 100% to 150% of base salary) without providing a compelling rationale. * LTI maximum award is uncapped, and non-executive directors may participate in the LTI plan. * Chair board fee is considered excessive compared to market peers.</i></p>					
7	Amend Value Creation Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Total potential dilution exceeds 5 percent. * Performance conditions are not applicable. * Non-executive directors may participate in the plan.</i></p>					
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
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					

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
<i>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.</i>					
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
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Ronald (Ron) Keating, Martin Lamb, and Peter Wilver 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.</i>					
1.2	Elect Director Martin J. Lamb	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Ronald (Ron) Keating, Martin Lamb, and Peter Wilver 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.</i>					
1.3	Elect Director Peter M. Wilver	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Ronald (Ron) Keating, Martin Lamb, and Peter Wilver 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.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

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
	<i>Voting Policy Rationale: A vote AGAINST nominating committee chair Yong-Boon (George) Yeo is warranted for failing to establish gender diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
2	Elect Director Anthony Kam Ping Leung	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST nominating committee chair Yong-Boon (George) Yeo is warranted for failing to establish gender diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
3	Elect Director Haifeng Lin	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST nominating committee chair Yong-Boon (George) Yeo is warranted for failing to establish gender diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
4	Elect Director Qi Lu	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST nominating committee chair Yong-Boon (George) Yeo is warranted for failing to establish gender diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
5	Elect Director George Yong-Boon Yeo	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST nominating committee chair Yong-Boon (George) Yeo is warranted for failing to establish gender diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST this item is considered warranted because: * The Company's Remuneration Policy received significant dissent at the 2022 AGM (32.5% against), which has been attributed to concerns around the significant increases made to LTIP award levels. Despite the level of dissent recorded, no material actions have been taken to address the underlying concerns raised.</i>				
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
	<p><i>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.</i></p>				
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
6	Re-elect Palmer Brown as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
7	Re-elect Gary Green as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Carol Arrowsmith as Director	Mgmt	For	Abstain	Abstain
	<p><i>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.</i></p>				
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
10	Re-elect John Bryant as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
13	Re-elect Sundar Raman as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
14	Re-elect Nelson Silva as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
15	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
4	Approve Daily Related Party Transactions	Mgmt	For	For	For
5	Approve Financial Bonds Issuance	Mgmt	For	For	For
6.1	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING Elect Zhou Jianhua as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					

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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
6.3	Elect Chen Delong as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
6.4	Elect Qiu Qinghe as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
6.5	Elect Liu Xinyu as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
6.6	Elect Lu Huayu as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
6.7	Elect Zhuang Lingjun as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
6.8	Elect Luo Weikai as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
6.9	Elect Feng Peijiong as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
7.1	Elect Bei Duoguang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.2	Elect Li Hao as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.3	Elect Hong Peili as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.4	Elect Wang Wei'an as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.5	Elect Li Renjie as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
8.2	Elect Yu Dechang as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
8.3	Elect Bao Mingwei as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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
	<i>Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board independence norms are not met, and Mohammad Afzal is a non-independent director nominee.</i>				
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

Country: China

Ticker: 300751

Record Date: 02/13/2023

Meeting Type: Special

Primary Security ID: Y831GX101

Shares Voted: 16,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
1.1	Elect Zhou Jian as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
1.2	Elect Wang Zhenggen as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
1.3	Elect Liu Qiong as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
1.4	Elect Li Qiang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
2.1	Elect Liu Yuehua as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
2.2	Elect Zhao Xu as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
2.3	Elect Yuan Ningyi as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
3.1	Elect Xia Zhifeng as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
3.2	Elect Ma Qihui as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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 is warranted because there is insufficient information for shareholder to decide on the fairness of terms.

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
1	Postal Ballot 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles of Association	Mgmt	For	For	For
2	Approve Application for Syndicated Loans and Provision of Guarantee	Mgmt	For	For	For
3	Approve Application for Annual Comprehensive Credit Lines and Provision of Guarantees	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
4.1	Elect Liao Pingyuan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.2	Elect Lai Shichang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.3	Elect Liu Shaohua as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.4	Elect Yang Fengyuan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.5	Elect Yang Jianwen as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.6	Elect Li Jianguo as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
5.1	Elect Liao Chaoli as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
5.2	Elect Zhang Zhanyuan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
5.3	Elect Shi Zhicong as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
6.1	Elect Pan Wenjun as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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 proposals is warranted due to a lack of concern regarding the composition of the board or its committees.

6.3	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For	For
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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.

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
	<i>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.</i>				
6.4b	Reelect Peter Korsholm as Director	Mgmt	For	For	For
	<i>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.</i>				
6.4c	Reelect Dieter Wimmer as Director	Mgmt	For	For	For
	<i>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.</i>				
6.4d	Reelect Julia King as Director	Mgmt	For	For	For
	<i>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.</i>				
6.4e	Elect Annica Bresky as New Director	Mgmt	For	For	For
	<i>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.</i>				
6.4f	Elect Andrew Brown as New Director	Mgmt	For	For	For
	<i>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.</i>				
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

Country: Indonesia

Ticker: ARNA

Record Date: 02/14/2023

Meeting Type: Annual

Primary Security ID: Y7116S131

Shares Voted: 26,378,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.</i>				
2	Approve Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.</i>				
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			
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
2	Call the Meeting to Order	Mgmt			
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				

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
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
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
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to an insufficient level of independence of the remuneration committee.</i>					
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

Meeting Date: 03/13/2023

Country: Denmark

Ticker: CARL.B

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: K36628137

Shares Voted: 88,203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	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			
6.a	Reelect Henrik Poulsen as New Director	Mgmt	For	For	For
	<i>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.</i>				
6.b	Reelect Majken Schultz as New Director	Mgmt	For	For	For
	<i>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.</i>				
6.c	Reelect Mikael Aro as Director	Mgmt	For	For	For
	<i>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.</i>				
6.d	Reelect Magdi Batato as Director	Mgmt	For	For	For
	<i>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.</i>				
6.e	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
	<i>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.</i>				
6.f	Reelect Richard Burrows as Director	Mgmt	For	For	For
	<i>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.</i>				

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
<i>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.</i>					
6.h	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	For	For
<i>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.</i>					
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
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.</i>					
8	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>					

PT Bank Negara Indonesia (Persero) Tbk

Meeting Date: 03/15/2023

Country: Indonesia

Ticker: BBNI

Record Date: 02/20/2023

Meeting Type: Annual

Primary Security ID: Y74568166

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
<i>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.</i>					
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
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>					
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
9	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>					

Samsung Electronics Co., Ltd.

Meeting Date: 03/15/2023

Country: South Korea

Ticker: 005930

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: Y74718100

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	Vote Instruction
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
<i>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.</i>					
2.2	Elect Kwon Oh-gyeong as Outside Director	Mgmt	For	For	For
<i>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.</i>					

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
<i>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.</i>					
2.4	Elect Lee Mi-gyeong as Outside Director	Mgmt	For	For	For
<i>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.</i>					
3.1	Elect Kwon Oh-gyeong as a Member of Audit Committee	Mgmt	For	For	For
<i>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.</i>					
3.2	Elect Lee Mi-gyeong as a Member of Audit Committee	Mgmt	For	For	For
<i>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.</i>					
4	Elect Choi Won-wook as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
<i>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.</i>					
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
<p><i>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.</i></p>					
2.2	Elect Noh Gyun as Inside Director	Mgmt	For	For	For
<p><i>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.</i></p>					
2.3	Elect Kim Eunice Kyunghee as Outside Director	Mgmt	For	Against	For
<p><i>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.</i></p>					
2.4	Elect Ahn Doh-geol as Outside Director	Mgmt	For	For	For
<p><i>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.</i></p>					
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

Piramal Pharma Ltd.

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.

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
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme offers flexibility to grant stock options at an exercise price at a discount to the market price on grant date. * The exact performance conditions and targets for vesting have not been disclosed. * The proposal includes grant of stock options to employees of group companies; and the circular is unclear if these employees are contributing to the performance of the company.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme offers flexibility to grant stock options at an exercise price at a discount to the market price on grant date. * The exact performance conditions and targets for vesting have not been disclosed. * The proposal includes grant of stock options to employees of group companies; and the circular is unclear if these employees are contributing to the performance of the company.</i>				
3	Approve Implementation of the Piramal Pharma Limited - Employee Stock Option and Incentive Plan 2022 Through Trust Route	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme offers flexibility to grant stock options at an exercise price at a discount to the market price on grant date. * The exact performance conditions and targets for vesting have not been disclosed. * The proposal includes grant of stock options to employees of group companies; and the circular is unclear if these employees are contributing to the performance of the company.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme offers flexibility to grant stock options at an exercise price at a discount to the market price on grant date. * The exact performance conditions and targets for vesting have not been disclosed. * The proposal includes grant of stock options to employees of group companies; and the circular is unclear if these employees are contributing to the performance of the company.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme offers flexibility to grant stock options at an exercise price at a discount to the market price on grant date. * The exact performance conditions and targets for vesting have not been disclosed. * The proposal includes grant of stock options to employees of group companies; and the circular is unclear if these employees are contributing to the performance of the company.</i>				

Axfood AB

Meeting Date: 03/22/2023

Country: Sweden

Ticker: AXFO

Record Date: 03/14/2023

Meeting Type: Annual

Primary Security ID: W1051R119

Shares Voted: 15,078

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
2	Elect Chairman of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
4	Approve Agenda of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
7	Receive Financial Statements and Statutory Reports	Mgmt			
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>				
8	Receive President's Report	Mgmt			
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>				
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10.1	Approve Discharge of Mia Brunell Livfors	Mgmt	For	For	For
	<i>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.</i>				
10.2	Approve Discharge of Fabian Bengtsson	Mgmt	For	For	For
	<i>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.</i>				
10.3	Approve Discharge of Caroline Berg	Mgmt	For	For	For
	<i>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.</i>				
10.4	Approve Discharge of Christian Luiga	Mgmt	For	For	For
	<i>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.</i>				
10.5	Approve Discharge of Peter Ruzicka	Mgmt	For	For	For
	<i>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.</i>				
10.6	Approve Discharge of Christer Aberg	Mgmt	For	For	For
	<i>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.</i>				
10.7	Approve Discharge of Sara Ohrvall	Mgmt	For	For	For
	<i>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.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.8	Approve Discharge of Stina Andersson	Mgmt	For	For	For
	<i>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.</i>				
10.9	Approve Discharge of Anders Helsing	Mgmt	For	For	For
	<i>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.</i>				
10.10	Approve Discharge of Michael Sjoren	Mgmt	For	For	For
	<i>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.</i>				
10.11	Approve Discharge of Lars Ostberg	Mgmt	For	For	For
	<i>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.</i>				
10.12	Approve Discharge of Klas Balkow	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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.</i>				
15.2	Reelect Fabian Bengtsson as Director	Mgmt	For	For	For
	<i>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.</i>				
15.3	Reelect Caroline Berg as Director	Mgmt	For	Against	Against
	<i>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.</i>				
15.4	Reelect Christian Luiga as Director	Mgmt	For	For	For
	<i>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.</i>				

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
<p><i>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.</i></p>					
15.6	Reelect Sara Ohrvall as Director	Mgmt	For	Against	Against
<p><i>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.</i></p>					
15.7	Elect Thomas Ekman as New Director	Mgmt	For	Against	Against
<p><i>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.</i></p>					
15.8	Reelect Mia Brunell Livfors as Board Chair	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of Mia Brunell Livfors to the board of directors is not supported.</i></p>					
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17.a	Approve Performance Share Plan LTIP 2023 for Key Employees	Mgmt	For	For	For
17.b	Authorisation for the Board to Decide on Purchases of own Shares and Transfers of Treasury Shares	Mgmt	For	For	For
18	Adopt New Articles of Association	Mgmt	For	For	For

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

Country: South Korea

Ticker: 278280

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: Y1R14A103

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 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.

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

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
<i>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.</i>					
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For
<i>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.</i>					
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
<i>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.</i>					
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For	For
<i>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.</i>					
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
<i>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.</i>					
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	For
<i>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.</i>					
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 to DKK 45.1 Million	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
<i>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.</i>					
2.2	Elect Hong Seung-oh as Inside Director	Mgmt	For	For	For
<i>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.</i>					
2.3	Elect Gwak Se-bung as Outside Director	Mgmt	For	For	For
<i>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.</i>					
2.4	Elect Kim Han-nyeon as Outside Director	Mgmt	For	For	For
<i>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.</i>					
3	Elect Kang Gyeong-won Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
<i>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.</i>					
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	Voting Policy Rec	Vote Instruction
1.1	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING Elect Yang Qiang as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>					
1.2	Elect Yang Wuyong as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>					

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
<i>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.</i>					
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

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
<p><i>Voting Policy Rationale: A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.</i></p>					
3.2	Elect Heo Yoon as Outside Director	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.</i></p>					
3.3	Elect Lee Jeong-won as Outside Director	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.</i></p>					
3.4	Elect Park Dong-moon as Outside Director	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.</i></p>					
3.5	Elect Lee Gang-won as Outside Director	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.</i></p>					
3.6	Elect Won Suk-yeon as Outside Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.</i></p>					
3.7	Elect Lee Jun-seo as Outside Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.</i></p>					
3.8	Elect Lee Seung-yeol as Non-Independent Non-Executive Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.</i></p>					
4	Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.</i></p>					

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
<p><i>Voting Policy Rationale: A vote AGAINST Yoon Heo (Item 5.1) is warranted for the same concern discussed in the director election section of this report. A vote FOR the remaining nominees is warranted as no issues concerning the nominees and the company's audit committee were identified.</i></p>					
5.2	Elect Won Suk-yeon as a Member of Audit Committee	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST Yoon Heo (Item 5.1) is warranted for the same concern discussed in the director election section of this report. A vote FOR the remaining nominees is warranted as no issues concerning the nominees and the company's audit committee were identified.</i></p>					
5.3	Elect Lee Jun-seo as a Member of Audit Committee	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST Yoon Heo (Item 5.1) is warranted for the same concern discussed in the director election section of this report. A vote FOR the remaining nominees is warranted as no issues concerning the nominees and the company's audit committee were identified.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST Item 8 is warranted, as the dissident failed to provide sufficient evidence concerning governmental ties to build a compelling case. A vote FOR the board proposed resolution (Item 2) is warranted as none of the proposed amendments is contentious or problematic in nature.</i></p>					
3.1	Elect Kwon Seon-ju as Outside Director	Mgmt	For	For	For
<p><i>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.</i></p>					
3.2	Elect Cho Hwa-jun as Outside Director	Mgmt	For	For	For
<p><i>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.</i></p>					
3.3	Elect Oh Gyu-taek as Outside Director	Mgmt	For	For	For
<p><i>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.</i></p>					

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
	<i>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.</i>				
3.5	Elect Kim Seong-yong as Outside Director	Mgmt	For	For	For
	<i>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.</i>				
4	Elect Kim Gyeong-ho as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
	<i>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.</i>				
5.1	Elect Kwon Seon-ju as a Member of Audit Committee	Mgmt	For	For	For
	<i>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.</i>				
5.2	Elect Cho Hwa-jun as a Member of Audit Committee	Mgmt	For	For	For
	<i>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.</i>				
5.3	Elect Kim Seong-yong as a Member of Audit Committee	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST Item 8 is warranted, as the dissident failed to provide sufficient evidence concerning governmental ties to build a compelling case. A vote FOR the board proposed resolution (Item 2) is warranted as none of the proposed amendments is contentious or problematic in nature.</i>				
9	Elect Lim Gyeong-jong as Outside Director (Shareholder Proposal)	SH	Against	Against	Against
	<i>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.</i>				

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
3	Approve Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
4	Approve Profit Distribution Plan	Mgmt	For	For	For
5	Approve Annual Report and Summary	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
6	Approve Appointment of Financial Auditor and Internal Control Auditor	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
8	Approve Remuneration of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
9	Approve Application of Bank Credit Lines	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed borrowing is considered excessive and may add to the company's financial burden, which is deemed not in the best interests of shareholders.</i>				
10	Approve Amount of Guarantee in the Scope of Consolidated Statement	Mgmt	For	Against	Against
	<i>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.</i>				
11	Approve Deposit, Loan and Guarantee Business with Related Banks	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details pertaining to guarantee business included in the transactions.</i>				
12	Approve Provision of Financial Assistance	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the level of financial assistance to be provided to the receiving entities is disproportionate to the company's ownership in the said entities. The company has failed to provide any justifications in the meeting circular.</i>				
13	Approve Establishment of Special Committees of the Board of Directors	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
14.1	Elect Paul Xiaoming Lee as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
14.3	Elect Yan Ma as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
14.4	Elect Alex Cheng as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
14.5	Elect Ma Weihua as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
14.6	Elect Feng Jie as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
15.1	Elect Shou Chunyan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
15.2	Elect Pan Siming as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
15.3	Elect Zhang Jing as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
16.1	Elect Zhang Tao as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
16.2	Elect Li Bing as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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	Mgmt			

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
	<i>Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive options under the scheme are involved in the administration of the scheme.</i>				
2	Approve Stock Option Incentive Plan Implementation Assessment Management Measures	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive options under the scheme are involved in the administration of the scheme.</i>				
3	Approve Authorization of the Board to Handle All Related Matters	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive options under the scheme are involved in the administration of the scheme.</i>				
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Approve Grant of New Restricted Shares to Zhong Yong Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				
1B	Approve Grant of New Restricted Shares to John G. Wilcox Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				
1C	Approve Grant of New Restricted Shares to Dong Yang Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				
1D	Approve Grant of New Restricted Shares to Lyu Rong Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				
1E	Approve Grant of New Restricted Shares to Geng Lihong Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				
1F	Approve Grant of New Restricted Shares to Li Yuan Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				
1G	Approve Grant of New Restricted Shares to Duan Hongmei Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				

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
	<i>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.</i>				
1I	Approve Grant of New Restricted Shares to Liu Yi Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				
1J	Approve Grant of New Restricted Shares to Deng Jianglin Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				
1K	Approve Grant of New Restricted Shares to Zhang Yang Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				
1L	Approve Grant of New Restricted Shares to Jiang Yingshuang Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				
1M	Approve Grant of New Restricted Shares to Huang Hanmei Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				
1N	Approve Grant of New Restricted Shares to Diao Lianghui Pursuant to the 2022 Restricted Share Award Scheme	Mgmt	For	Against	Against
	<i>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.</i>				

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
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					

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			
<p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Call the Meeting to Order	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Acknowledge Proper Convening of Meeting	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Prepare and Approve List of Shareholders	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
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
<i>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.</i>					
19	Close Meeting	Mgmt			

SKC Co., Ltd.

Meeting Date: 03/28/2023

Country: South Korea

Ticker: 011790

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: Y8065Z100

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
<i>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.</i>					
3.2	Elect Chae Eun-mi as Outside Director	Mgmt	For	For	For
<i>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.</i>					
3.3	Elect Kim Jeong-in as Outside Director	Mgmt	For	For	For
<i>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.</i>					
4.1	Elect Park Si-won as a Member of Audit Committee	Mgmt	For	For	For
<i>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.</i>					
4.2	Elect Chae Eun-mi as a Member of Audit Committee	Mgmt	For	For	For
<i>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.</i>					
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
6	Approve Terms of Retirement Pay	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
	<i>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.</i>				
3.2	Elect Kwon Oh-gyu as Outside Director	Mgmt	For	For	For
	<i>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.</i>				
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	For
	<i>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.</i>				

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
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
5	Approve Agenda of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	For
	<i>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.</i>				
7.c2	Approve Discharge of Par Boman	Mgmt	For	For	For
	<i>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.</i>				
7.c3	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
	<i>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.</i>				
7.c4	Approve Discharge of Bjorn Gulden	Mgmt	For	For	For
	<i>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.</i>				
7.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	For
	<i>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.</i>				
7.c6	Approve Discharge of Susanna Lind	Mgmt	For	For	For
	<i>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.</i>				
7.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For
	<i>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.</i>				
7.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
	<i>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.</i>				
7.c9	Approve Discharge of Louise Svanberg	Mgmt	For	For	For
	<i>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.</i>				
7.c10	Approve Discharge of Orjan Svensson	Mgmt	For	For	For
	<i>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.</i>				
7.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For	For
	<i>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.</i>				
7.c12	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For	For
	<i>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.</i>				
7.c13	Approve Discharge of Niclas Thulin	Mgmt	For	For	For
	<i>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.</i>				
7.c14	Approve Discharge of Magnus Groth	Mgmt	For	For	For
	<i>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.</i>				
8	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For

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
	<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.b	Reelect Par Boman as Director	Mgmt	For	Against	Against
	<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.c	Reelect Annemarie Gardshol 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.d	Reelect Magnus Groth 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.e	Reelect Torbjorn Loof 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.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
	<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.h	Elect Maria Carell 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>				

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
	<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>				
12	Reelect Par Boman as Board Chair	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported, due to him being overboarded.</i>				
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
	<i>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.</i>				
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
	<i>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.</i>				

Seacrest Petroleum 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
<i>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.</i>					
2.2	Elect Kim Jeong-won as Outside Director	Mgmt	For	For	For
<i>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.</i>					
2.3	Elect Jeong Deok-gyun as Outside Director	Mgmt	For	For	For
<i>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.</i>					
3.1	Elect Han Ae-ra as a Member of Audit Committee	Mgmt	For	For	For
<i>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.</i>					
3.2	Elect Kim Jeong-won as a Member of Audit Committee	Mgmt	For	For	For
<i>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.</i>					
4	Elect Park Seong-ha as Non-Independent Non-Executive Director	Mgmt	For	For	For
<i>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.</i>					
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

AGC, Inc. (Japan)

Meeting Date: 03/30/2023

Country: Japan

Ticker: 5201

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J0025W100

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

Country: South Korea

Ticker: 096770

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: Y8063L103

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
<i>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.</i>					
2.2	Elect Kim Ju-yeon as Outside Director	Mgmt	For	For	For
<i>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.</i>					
2.3	Elect Lee Bok-hui as Outside Director	Mgmt	For	For	For
<i>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.</i>					
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
<i>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.</i>					

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

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

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
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
2	Approve Report of the Board of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
4	Approve Profit Distribution and Capitalization of Capital Reserves Plan	Mgmt	For	For	For
5	Approve Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
6	Approve 2022 and 2023 Remuneration of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
7	Approve 2022 and 2023 Remuneration of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed borrowing is considered excessive and may add to the company's financial burden, which is deemed not in the best interests of shareholders.</i>				
12	Approve Estimated Amount of Guarantees	Mgmt	For	Against	Against
	<i>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.</i>				
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
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
18	Approve Formulation of External Donation Management System	Mgmt	For	For	For
19	Amend the Currency Fund Management System	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
20	Amend Management System for Providing External Guarantees	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				

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
<i>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.</i>					
6	Elect Punita Lal as Director	Mgmt	For	For	For
<i>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.</i>					
7	Elect Anthony Lim Weng Kin as Director	Mgmt	For	For	For
<i>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.</i>					
8	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is deemed reasonable.</i>					
9	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is deemed reasonable.</i>					
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
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
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
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
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
<i>Voting Policy Rationale: A vote FOR these items is warranted, as the framework financing agreement between the company and its majority shareholder is deemed uncontroversial.</i>					
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
<i>Voting Policy Rationale: A vote FOR these items is warranted, as the framework financing agreement between the company and its majority shareholder is deemed uncontroversial.</i>					
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
<i>Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concerns about the proposed amendments.</i>					
10.B	Amend Articles Re: Governing Bodies, Remuneration of Directors and Appointments and Remunerations Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concerns about the proposed amendments.</i>					
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Nokia Oyj

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

Shares Voted: 161,885

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Call the Meeting to Order	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Acknowledge Proper Convening of Meeting	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Prepare and Approve List of Shareholders	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
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
<i>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.</i>					
13.2	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For	For
<i>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.</i>					
13.3	Reelect Lisa Hook as Director	Mgmt	For	For	For
<i>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.</i>					
13.4	Reelect Jeanette Horan as Director	Mgmt	For	For	For
<i>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.</i>					
13.5	Reelect Thomas Saueressig as Director	Mgmt	For	For	For
<i>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.</i>					

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
<i>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.</i>					
13.7	Reelect Carla Smits-Nusteling as Director	Mgmt	For	For	For
<i>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.</i>					
13.8	Reelect Kai Oistamo as Director	Mgmt	For	For	For
<i>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.</i>					
13.9	Elect Timo Ahopelto as Director	Mgmt	For	For	For
<i>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.</i>					
13.10	Elect Elizabeth Crain as Director	Mgmt	For	For	For
<i>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.</i>					
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

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
<i>Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concerns about the proposed allocation of income and dividend distribution.</i>					
2.2	Approve Dividends	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concerns about the proposed allocation of income and dividend distribution.</i>					
3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	Mgmt	For	For	For
<i>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.</i>					
3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	Mgmt	For	For	For
<i>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.</i>					
3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	Mgmt	For	For	For
<i>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.</i>					
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
<i>Voting Policy Rationale: A vote FOR this item is warranted, as the issuance of equity excluding pre-emptive rights is within the 10 percent of share capital limit.</i>					
7	Eliminate Preemptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted, as the issuance of equity excluding pre-emptive rights is within the 10 percent of share capital limit.</i>					
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

Country: Cayman Islands

Ticker: LU

Record Date: 03/06/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: 54975P102

Shares Voted: 17,636,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the company was not able to provide sufficient information to review and evaluate the proposed amendments.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST the proposed amendments to the relevant equity plans is warranted given the following: * The directors eligible to receive options under the SIP I and receive awards under the 2019 PSUP are involved in the administration of the SIP I and 2019 PSUP, respectively; * The negative features of the plans were not addressed by the proposed modifications to the provisions of the said plans; and * The company failed to disclose the specific details of the proposed amendments to the SIP I and 2019 PSUP.</i>				
3	Authorise Issue of Equity	Mgmt	For	Against	Against
	<i>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; and * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>				
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Extension of the Sale Mandate	Mgmt	For	Against	Against
	<i>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; and * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>				

UPM-Kymmene Oyj

Meeting Date: 04/12/2023

Country: Finland

Ticker: UPM

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: X9518S108

Shares Voted: 258,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
2	Call the Meeting to Order	Mgmt			
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Acknowledge Proper Convening of Meeting	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Prepare and Approve List of Shareholders	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
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
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because candidate Henrik Ehrnrooth is overboarded.</i>					
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
<i>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.</i>					
20	Authorize Charitable Donations	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Vestas Wind Systems A/S

Meeting Date: 04/12/2023

Country: Denmark

Ticker: VWS

Record Date: 04/05/2023

Meeting Type: Annual

Primary Security ID: K9773J201

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
<i>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.</i>					
6.b	Reelect Bruce Grant as Director	Mgmt	For	For	For
<i>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.</i>					
6.c	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For
<i>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.</i>					
6.d	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For
<i>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.</i>					
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
<i>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.</i>					
6.f	Reelect Kentaro Hosomi as Director	Mgmt	For	For	For
<i>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.</i>					
6.g	Reelect Lena Olving as Director	Mgmt	For	For	For
<i>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.</i>					
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
<i>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.</i>					
2	Consolidate Bylaws	Mgmt	For	For	For
<i>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.</i>					

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
<i>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.</i>					
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For
<i>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.</i>					
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Fix Number of Directors at 13	Mgmt	For	For	Against

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
<p><i>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.</i></p>					
6	Elect Directors	Mgmt	For	Against	Against
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					
9.1	Percentage of Votes to Be Assigned - Elect Alexandre Pierre Alain Bompard as Director	Mgmt	None	Abstain	Abstain
<p><i>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.</i></p>					
9.2	Percentage of Votes to Be Assigned - Elect Laurent Charles Rene Vallee as Director	Mgmt	None	Abstain	Abstain
<p><i>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.</i></p>					
9.3	Percentage of Votes to Be Assigned - Elect Elodie Vanessa Ziegler Perthuisot as Director	Mgmt	None	Abstain	Abstain
<p><i>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.</i></p>					

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
	<i>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.</i>				
9.5	Percentage of Votes to Be Assigned - Elect Stephane Samuel Maquaire as Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				
9.6	Percentage of Votes to Be Assigned - Elect Claire Marie du Payrat as Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				
9.7	Percentage of Votes to Be Assigned - Elect Jerome Alexis Louis Nanty as Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				
9.8	Percentage of Votes to Be Assigned - Elect Patrice Phillipe Nogueira Baptista Etlin as Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				
9.9	Percentage of Votes to Be Assigned - Elect Abilio dos Santos Diniz as Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				
9.10	Percentage of Votes to Be Assigned - Elect Eduardo Pongracz Rossi as Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				

Atacadao SA

Proposal Number	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
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					
9.13	Percentage of Votes to Be Assigned - Elect Alexandre Arie Szapiro as Independent Director	Mgmt	None	Abstain	For
<p><i>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.</i></p>					
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

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
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * A EUR 1 million retention bonus was granted to one executive during the year under review and the company has failed to provide a compelling rationale. * Both committees of the supervisory board that work/advise on compensation are majority non-independent and have been so long-term.</i>					
7.1	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR Uta Kemmerich-Keil is warranted because her election would have a positive impact on the level of board independence. A vote FOR Beatrice Dreyfus, the alternate nominee, is also warranted due to a lack of outstanding concerns.</i>					
7.2	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR Uta Kemmerich-Keil is warranted because her election would have a positive impact on the level of board independence. A vote FOR Beatrice Dreyfus, the alternate nominee, is also warranted due to a lack of outstanding concerns.</i>					
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

Meeting Date: 04/13/2023

Country: Malaysia

Ticker: 1023

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: Y1636J101

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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
2	Elect Didi Syafruddin Yahya as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
3	Elect Shulamite N K Khoo as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4	Elect Ho Yuet Mee as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
5	Approve Directors' Fees	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>				
6	Approve Directors' Allowances and Benefits	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted.</i>				
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			
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
2	Call the Meeting to Order	Mgmt			
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Acknowledge Proper Convening of Meeting	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Prepare and Approve List of Shareholders	Mgmt			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
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
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i>					
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i>					
19	Approve Charitable Donations	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Grupo Aeroportuario del Pacifico SAB de CV

Meeting Date: 04/13/2023

Country: Mexico

Ticker: GAPB

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: P4959P100

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
	<i>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.</i>				
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
	<i>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.</i>				
4	Approve Allocation of Income in the Amount of MXN 8.88 Billion	Mgmt	For	For	For
	<i>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.</i>				
5	Approve Dividends of MXN 14.84 Per Share	Mgmt	For	For	For
	<i>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.</i>				
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
<i>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.</i>					
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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					

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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
4	Approve Profit Distribution and Capitalization of Capital Reserves	Mgmt	For	For	For
5	Approve Annual Report and Summary	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
6	Approve Report on the Usage of Previously Raised Funds	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
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
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
10	Approve Amendments to Articles of Association	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
11	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>					

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
<p><i>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.</i></p>					
5	Elect Directors	Mgmt	For	Against	Against
<p><i>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.</i></p>					
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
<p>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.</p>					
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	For
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					

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
	<i>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.</i>				
8.4	Percentage of Votes to Be Assigned - Elect Marcelo de Almeida Pires as Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				
8.5	Percentage of Votes to Be Assigned - Elect Oswaldo Errerias Ortega as Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				
8.6	Percentage of Votes to Be Assigned - Elect Rogerio Paulo Calderon Peres as Independent Director	Mgmt	None	Abstain	For
	<i>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.</i>				
8.7	Percentage of Votes to Be Assigned - Elect Humberto Falcao Martins as Independent Director	Mgmt	None	Abstain	For
	<i>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.</i>				
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

Country: Brazil

Ticker: ALUP11

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: POR676126

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
<p><i>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.</i></p>					
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
<p><i>Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Regarding Item 1.1, support is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i></p>					
1.2	Approve Allocation of Income	Mgmt	For	For	For
<p><i>Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Regarding Item 1.1, support is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i></p>					
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			
<i>Voting Policy Rationale: No vote is required for this item.</i>					
2.b	Receive Announcements on Sustainability	Mgmt			
2.c	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
<i>Voting Policy Rationale: No vote is required for this item.</i>					
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
<i>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.</i>					
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>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.</i>					
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
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
6.e.2	Elect Wouter Devriendt to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
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 Neuflyze OBC	Mgmt	For	For	For
9.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
9.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
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
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Re-elect Jack Bowles as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Kandy Anand as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Sue Farr as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Karen Guerra as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Dimitri Panayotopoulos as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Darrell Thomas as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Elect Veronique Laury as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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

Meeting Date: 04/19/2023

Country: Luxembourg

Ticker: GLOB

Record Date: 03/14/2023

Meeting Type: Annual/Special

Primary Security ID: L44385109

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
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
3	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
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
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>					
8	Appoint Price Waterhouse & Co. S.R.L. as Auditor for IFRS Consolidated Accounts	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>					
9	Reelect Linda Rottenberg as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
10	Reelect Martin Umaran as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
11	Reelect Guibert Englebienne as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
	Extraordinary Meeting Agenda	Mgmt			
1	Increase Authorized Share Capital and Amend Articles of Association	Mgmt	For	For	For

Meeting Date: 04/20/2023

Country: Netherlands

Ticker: HEIA

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: N39427211

Shares Voted: 22,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1.b	Approve Remuneration Report	Mgmt	For	For	For
1.c	Adopt Financial Statements	Mgmt	For	For	For
1.d	Receive Explanation on Company's Dividend Policy	Mgmt			
1.e	Approve Dividends	Mgmt	For	For	For
1.f	Approve Discharge of Executive Directors	Mgmt	For	For	For
	<i>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.</i>				
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
3.a	Reelect M.R. de Carvalho to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>				
3.b	Reelect R.L. Ripley to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>				
3.c	Elect B. Pardo to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>				

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
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>					
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
<p><i>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).</i></p>					
5.1	Elect Jose Gallo as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.</i></p>					
5.2	Elect Osvaldo Burgos Schirmer as Independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.</i></p>					
5.3	Elect Carlos Fernando Couto de Oliveira Souto as Independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.</i></p>					
5.4	Elect Fabio de Barros Pinheiro as Independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.</i></p>					

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
<i>Voting Policy Rationale: A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.</i>					
5.6	Elect Juliana Rozembaum Munemori as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.</i>					
5.7	Elect Christiane Almeida Edington as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.</i>					
5.8	Elect Jean Pierre Zarouk as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these directors is warranted given that the proposed board contains a reasonable number of independent members.</i>					
	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
<i>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).</i>					
7.1	Percentage of Votes to Be Assigned - Elect Jose Gallo as Director	Mgmt	None	For	For
<i>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).</i>					
7.2	Percentage of Votes to Be Assigned - Elect Osvaldo Burgos Schirmer as Independent Director	Mgmt	None	For	For
<i>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).</i>					

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
<p><i>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).</i></p>					
7.4	Percentage of Votes to Be Assigned - Elect Fabio de Barros Pinheiro as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
7.5	Percentage of Votes to Be Assigned - Elect Thomas Bier Herrmann as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
7.6	Percentage of Votes to Be Assigned - Elect Juliana Rozembaum Munemori as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
7.7	Percentage of Votes to Be Assigned - Elect Christiane Almeida Edington as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					

Lojas Renner SA

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
<p><i>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).</i></p>					
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
<p><i>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.</i></p>					
10.2	Elect Roberto Frota Decourt as Fiscal Council Member and Vanderlei Dominguez da Rosa as Alternate	Mgmt	For	For	For
<p><i>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.</i></p>					
10.3	Elect Robson Rocha as Fiscal Council Member and Jose Avelar Matias Lopes as Alternate	Mgmt	For	For	For
<p><i>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.</i></p>					
11	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	For

LVMH Moët 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
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i></p>					

LVMH Moët Hennessy Louis Vuitton SE

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
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.</i></p>					
5	Reelect Delphine Arnault as Director	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7). * Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 9). * The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Veritas), this election warrants a CONTENTIOUS FOR (Item 10).</i></p>					
6	Reelect Antonio Belloni as Director	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7). * Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 9). * The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Veritas), this election warrants a CONTENTIOUS FOR (Item 10).</i></p>					
7	Reelect Marie-Josée Kravis as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7). * Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 9). * The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Veritas), this election warrants a CONTENTIOUS FOR (Item 10).</i></p>					
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7). * Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 9). * The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Veritas), this election warrants a CONTENTIOUS FOR (Item 10).</i></p>					

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Reelect Natacha Valla as Director	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7). * Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 9). * The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Veritas), this election warrants a CONTENTIOUS FOR (Item 10).</i></p>				
10	Elect Laurent Mignon as Director	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Items 5-7). * Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 9). * The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive directors. However, given that the overboarded mandate comes from an investment company (Wendel) that has a significant stake in another one of his board commitments (Bureau Veritas), this election warrants a CONTENTIOUS FOR (Item 10).</i></p>				
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	For	Against	Abstain
	<p><i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.</i></p>				
12	Appoint Diego Della Valle as Censor	Mgmt	For	Against	Abstain
	<p><i>Voting Policy Rationale: Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed nominations.</i></p>				
13	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted in regard of * the high level of dissent recorded at several previous AGMs and the lack of response from the company. * the limited perimeter used for the pay ratio.</i></p>				
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Abstain
	<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i></p>				
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Abstain
	<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i></p>				
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad; and • The cap on the exceptional remuneration is not disclosed.</i></p>				

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad; and • The cap on the exceptional remuneration is not disclosed.</i></p>					
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
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.</i></p>					
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
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.</i></p>					
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
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.</i></p>					
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.</i></p>					

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.</i></p>					
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.</i></p>					
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
<p><i>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.</i></p>					
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
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under Items 23-26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 30 is warranted as it limits shareholder dilution.</i></p>					

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 Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For

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

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

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
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>					
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			
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote
<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
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
	<i>Voting Policy Rationale: A vote FOR these issuance authorizations is warranted because the potential share capital increase is not excessive.</i>				
7b	Approve Issuance of Convertible Loans without Preemptive Rights	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR these issuance authorizations is warranted because the potential share capital increase is not excessive.</i>				
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
	<i>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.</i>				
8c	Reelect Anita Huun as Director	Mgmt	For	For	Do Not Vote
	<i>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.</i>				
8d	Reelect Jan Frykhammar as Director	Mgmt	For	Against	Do Not Vote
	<i>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.</i>				
8e	Elect Snorre Kjesbu as Director	Mgmt	For	For	Do Not Vote
	<i>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.</i>				
8f	Elect Niels Anderskouv as Director	Mgmt	For	For	Do Not Vote
	<i>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.</i>				
8g	Reelect Annastiina Hintsa as Director	Mgmt	For	For	Do Not Vote
	<i>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.</i>				
9a	Reelect Viggo Leisner as Nominating Committee Chairman	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>				
9b	Reelect Eivind Lotsberg as Members of Nominating Committee	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>				
9c	Reelect Fredrik Thoresen as Members of Nominating Committee	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee.</i>				

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
<i>Voting Policy Rationale: A vote AGAINST item 10.a is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers. A vote FOR item 10.b is warranted, as the proposed nomination committee fees are considered uncontroversial.</i>					
10b	Approve Remuneration of Nominating Committee	Mgmt	For	For	Do Not Vote
<i>Voting Policy Rationale: A vote AGAINST item 10.a is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers. A vote FOR item 10.b is warranted, as the proposed nomination committee fees are considered uncontroversial.</i>					
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
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Adrienne D. Elsner	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Alfred E. Festa	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Edward F. Lonergan	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Maryann T. Mannen	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director Paul E. Martin	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					

Owens Corning

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director W. Howard Morris	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Suzanne P. Nimocks	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director John D. Williams	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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
	<i>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.</i>				
2	Present CEO and External Auditor Report in Compliance with Article 28, Section IV (B) of Stock Market Law	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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.</i>				

Grupo Aeroportuario del Centro Norte SAB de CV

Proposal 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			
<p><i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i></p>					
6.a	Ratify and Elect Eric Delobel as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i></p>					
6.b	Ratify and Elect Pierre-Hugues Schmit as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i></p>					
6.c	Ratify and Elect Emmanuelle Huon as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i></p>					
6.d	Ratify and Elect Ricardo Maldonado Yanez as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i></p>					
6.e	Ratify and Elect Alejandro Ortega Aguayo as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i></p>					
6.f	Ratify and Elect Federico Patino Marquez as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i></p>					

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
	<i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i>				
6.h	Ratify and Elect Luis Ignacio Solorzano Aizpuru as Director of Series B Shareholders; Verify Independence Classification of Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i>				
7.a	Ratify and/or Elect Nicolas NOTEBAERT as Board Chairman	Mgmt	For	For	For
	<i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i>				
7.b	Ratify and/or Elect Adriana Diaz Galindo as Secretary (Non-Member) of Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i>				
8	Approve Remuneration of Directors	Mgmt	For	For	For
9.a	Ratify and/or Elect Alejandro Ortega Aguayo as Chairman of Audit Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i>				
9.b	Ratify and/or Elect Ricardo Maldonado as Chairman of Committee of Corporate Practices, Finance, Planning and Sustainability	Mgmt	For	For	For
	<i>Voting Policy Rationale: Item 5 is a non-voting item. A vote FOR the remaining 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.</i>				
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

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	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Approve CEO's Report on Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR Items 1a-1d 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. Item 3 is a non-voting item.</i>				
1.b	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR Items 1a-1d 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. Item 3 is a non-voting item.</i>				
1.c	Approve Board's Report on Operations and Activities Undertaken by Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR Items 1a-1d 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. Item 3 is a non-voting item.</i>				
1.d	Approve Report on Activities of Audit and Corporate Practices Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR Items 1a-1d 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. Item 3 is a non-voting item.</i>				
1.e	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
2	Approve Allocation of Income	Mgmt	For	For	For
3	Receive Auditor's Report on Tax Position of Company	Mgmt			
	<i>Voting Policy Rationale: A vote FOR Items 1a-1d 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. Item 3 is a non-voting item.</i>				
4.a1	Elect Carlos Hank Gonzalez as Board Chairman	Mgmt	For	For	For
	<i>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.</i>				
4.a2	Elect Juan Antonio Gonzalez Moreno as Director	Mgmt	For	For	For
	<i>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.</i>				
4.a3	Elect David Juan Villarreal Montemayor as Director	Mgmt	For	For	For
	<i>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.</i>				

Grupo Financiero Banorte SAB de CV

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
	<i>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.</i>				
4.a5	Elect Carlos de la Isla Corry as Director	Mgmt	For	For	For
	<i>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.</i>				
4.a6	Elect Everardo Elizondo Almaguer as Director	Mgmt	For	For	For
	<i>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.</i>				
4.a7	Elect Alicia Alejandra Lebrija Hirschfeld as Director	Mgmt	For	For	For
	<i>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.</i>				
4.a8	Elect Clemente Ismael Reyes Retana Valdes as Director	Mgmt	For	For	For
	<i>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.</i>				
4.a9	Elect Mariana Banos Reynaud as Director	Mgmt	For	For	For
	<i>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.</i>				
4.a10	Elect Federico Carlos Fernandez Senderos as Director	Mgmt	For	For	For
	<i>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.</i>				
4.a11	Elect David Penalzoza Alanis as Director	Mgmt	For	For	For
	<i>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.</i>				
4.a12	Elect Jose Antonio Chedraui Eguia as Director	Mgmt	For	For	For
	<i>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.</i>				
4.a13	Elect Alfonso de Angoitia Noriega as Director	Mgmt	For	For	For
	<i>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.</i>				

Grupo Financiero Banorte SAB de CV

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
	<i>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.</i>				
4.a15	Elect Graciela Gonzalez Moreno as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.a16	Elect Juan Antonio Gonzalez Marcos as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.a17	Elect Alberto Halabe Hamui as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.a18	Elect Gerardo Salazar Viezca as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.a19	Elect Alberto Perez-Jacome Friscione as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.a20	Elect Diego Martinez Rueda-Chapital as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.a21	Elect Roberto Kelleher Vales as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.a22	Elect Cecilia Goya de Riviello Meade as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.a23	Elect Jose Maria Garza Trevino as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				

Grupo Financiero Banorte SAB de CV

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
	<i>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.</i>				
4.a25	Elect Carlos Cesarman Kolteniuk as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.a26	Elect Humberto Tafolla Nunez as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.a27	Elect Carlos Phillips Margain as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.a28	Elect Ricardo Maldonado Yanez as Alternate Director	Mgmt	For	For	For
	<i>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.</i>				
4.b	Elect Hector Avila Flores (Non-Member) as Board Secretary	Mgmt	For	For	For
	<i>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.</i>				
4.c	Approve Directors Liability and Indemnification	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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.</i>				
7.1	Approve Report on Share Repurchase	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.</i>				
7.2	Set Aggregate Nominal Amount of Share Repurchase Reserve	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.</i>				
8	Approve Certification of Company's Bylaws	Mgmt	For	For	For

Grupo Financiero Banorte SAB de CV

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			
<i>Voting Policy Rationale: No vote is required for this item.</i>					
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
<i>Voting Policy Rationale: No vote is required for this item.</i>					
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
<i>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.</i>					
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>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.</i>					
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
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
7B	Elect Karl Guha to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					

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
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>					
7D	Reelect Mike Rees to Supervisory Board	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>					
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i></p>					
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i></p>					
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 Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders Ordinary Business Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
<p><i>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.</i></p>					

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
	<i>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.</i>				
3	Approve Report on Activities and Operations Undertaken by Board	Mgmt	For	For	For
	<i>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.</i>				
4	Approve Report of Audit and Corporate Practices Committees Chairmen	Mgmt	For	For	For
	<i>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.</i>				
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Barry Gibson as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
7	Re-elect Pierre Bouchut as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
8	Re-elect Stella David as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
9	Re-elect Robert Hoskin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
10	Re-elect Virginia McDowell as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
11	Re-elect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
12	Re-elect David Satz as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
13	Re-elect Rob Wood as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
14	Elect Rahul Welde as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
15	Amend Long Term Incentive Plan	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Ordinary Meeting for Holders of REITs - ISIN MXCFFI0U0002 Approve Audited Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2021, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
2	Approve Annual Report	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2021, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
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
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed technical committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5	Ratify Luis Alberto Aziz Checa as Independent Member of Technical Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed technical committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
6	Ratify Jaime Eugenio de la Garza Diaz as Independent Member of Technical Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed technical committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
7	Ratify Michael Brennan as Independent Member of Technical Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed technical committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
8	Ratify Sara Neff as Independent Member of Technical Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the technical committee nominees; and * The proposed technical committee is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

NatWest Group Plc
Meeting Date: 04/25/2023

Country: United Kingdom

Ticker: NWG

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: G6422B147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Howard Davies as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5	Re-elect Alison Rose-Slade as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Re-elect Katie Murray as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Frank Dangeard as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Elect Roisin Donnelly as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Morten Friis as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Yasmin Jetha as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Elect Stuart Lewis as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Mark Seligman as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Re-elect Lena Wilson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
15	Reappoint Ernst and Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					

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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
20	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Equity Convertible Notes 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.</i>					
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Equity Convertible Notes 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.</i>					
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
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					

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
	<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>				
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>				
6	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>				
7	Re-elect Ian Ashby as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>				
8	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>				
9	Re-elect Hilary Maxson as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>				
10	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>				
11	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>				
12	Re-elect Ian Tyler as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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

Proposal Number	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
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Steve Foots as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Anita Frew as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Julie Kim as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Keith Layden as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Nawal Ouzren as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect John Ramsay as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					

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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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
<i>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.</i>					
5b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>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.</i>					
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
	<i>Voting Policy Rationale: A vote FOR the elections of A.H Montijn and E.Kairisto 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</i>				
8b	Elect E. Kairisto to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the elections of A.H Montijn and E.Kairisto 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</i>				
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
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
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
	<i>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.</i>				
1b	Approve Board's Report on Accounting Policies and Criteria for Preparation of Financial Statements	Mgmt	For	For	For
	<i>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.</i>				

Grupo Aeroportuario del Sureste SA de CV

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
	<i>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.</i>				
1d	Approve Individual and Consolidated Financial Statements	Mgmt	For	For	For
	<i>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.</i>				
1e	Approve Report of Audit Committee's Activities and Report on Company's Subsidiaries	Mgmt	For	For	For
	<i>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.</i>				
1f	Approve Report on Adherence to Fiscal Obligations	Mgmt	For	For	For
	<i>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.</i>				
2a	Approve Increase in Legal Reserve by MXN 256.83 Million	Mgmt	For	For	For
	<i>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.</i>				
2b	Approve Cash Ordinary Dividends of MXN 9.93 Per Share and Cash Extraordinary Dividends of MXN 10 Per Share	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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.</i>				

Grupo Aeroportuario del Sureste SA de CV

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
	<p><i>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.</i></p>				
3b.3	Elect/Ratify Pablo Chico Hernandez as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				
3b.4	Elect/Ratify Aurelio Perez Alonso as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				
3b.5	Elect/Ratify Rasmus Christiansen as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				
3b.6	Elect/Ratify Francisco Garza Zambrano as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				

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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
	<p><i>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.</i></p>				
3b.8	Elect/Ratify Guillermo Ortiz Martinez as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				
3b.9	Elect/Ratify Barbara Garza Laguera Gonda as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3b.10	Elect/Ratify Heliane Steden as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3b.11	Elect/Ratify Diana M. Chavez as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				

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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
	<p><i>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.</i></p>				
3b.13	Elect/Ratify Ana Maria Poblanno Chanona as Alternate Secretary (Non-Member) of Board	Mgmt	For	For	For
	<p><i>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.</i></p>				
3c.1	Elect/Ratify Ricardo Guajardo Touche as Chairman of Audit Committee	Mgmt	For	For	For
	<p><i>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.</i></p>				
3d.1	Elect/Ratify Barbara Garza Laguera Gonda as Member of Nominations and Compensations Committee	Mgmt	For	For	For
	<p><i>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.</i></p>				
3d.2	Elect/Ratify Fernando Chico Pardo as Member of Nominations and Compensations Committee	Mgmt	For	For	For
	<p><i>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.</i></p>				

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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
	<p><i>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.</i></p>				
3e.1	Approve Remuneration of Directors in the Amount of MXN 85,000	Mgmt	For	For	For
	<p><i>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.</i></p>				
3e.2	Approve Remuneration of Operations Committee in the Amount of MXN 85,000	Mgmt	For	For	For
	<p><i>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.</i></p>				
3e.3	Approve Remuneration of Nominations and Compensations Committee in the Amount of MXN 85,000	Mgmt	For	For	For
	<p><i>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.</i></p>				
3e.4	Approve Remuneration of Audit Committee in the Amount of MXN 120,000	Mgmt	For	For	For
	<p><i>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.</i></p>				
3e.5	Approve Remuneration of Acquisitions and Contracts Committee in the Amount of MXN 28,000	Mgmt	For	For	For
	<p><i>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.</i></p>				
4a	Authorize Claudio R. Gongora Morales to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
	<p><i>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.</i></p>				
4b	Authorize Rafael Robles Miaja to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
	<p><i>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.</i></p>				
4c	Authorize Ana Maria Poblanno Chanona to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
	<p><i>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.</i></p>				

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Meeting Date: 04/26/2023

Country: Mexico

Ticker: ASURB

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: P4950Y100

Shares Voted: 33,881

Proposal Number	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
	<i>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.</i>				
1b	Approve Board's Report on Accounting Policies and Criteria for Preparation of Financial Statements	Mgmt	For	For	For
	<i>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.</i>				
1c	Approve Report on Activities and Operations Undertaken by Board	Mgmt	For	For	For
	<i>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.</i>				
1d	Approve Individual and Consolidated Financial Statements	Mgmt	For	For	For
	<i>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.</i>				
1e	Approve Report of Audit Committee's Activities and Report on Company's Subsidiaries	Mgmt	For	For	For
	<i>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.</i>				
1f	Approve Report on Adherence to Fiscal Obligations	Mgmt	For	For	For
	<i>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.</i>				
2a	Approve Increase in Legal Reserve by MXN 256.83 Million	Mgmt	For	For	For
	<i>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.</i>				
2b	Approve Cash Ordinary Dividends of MXN 9.93 Per Share and Cash Extraordinary Dividends of MXN 10 Per Share	Mgmt	For	For	For
	<i>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.</i>				

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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
<p><i>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.</i></p>					
3b.2	Elect/Ratify Jose Antonio Perez Anton as Director	Mgmt	For	Against	For
<p><i>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.</i></p>					
3b.3	Elect/Ratify Pablo Chico Hernandez as Director	Mgmt	For	Against	For
<p><i>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.</i></p>					
3b.4	Elect/Ratify Aurelio Perez Alonso as Director	Mgmt	For	Against	For
<p><i>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.</i></p>					

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b.5	Elect/Ratify Rasmus Christiansen as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				
3b.6	Elect/Ratify Francisco Garza Zambrano as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				
3b.7	Elect/Ratify Ricardo Guajardo Touche as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				
3b.8	Elect/Ratify Guillermo Ortiz Martinez as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				
3b.9	Elect/Ratify Barbara Garza Laguera Gonda as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				

Grupo Aeroportuario del Sureste SA de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b.10	Elect/Ratify Heliane Steden as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3b.11	Elect/Ratify Diana M. Chavez as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3b.12	Elect/Ratify Rafael Robles Miaja as Secretary (Non-Member) of Board	Mgmt	For	For	For
	<p><i>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.</i></p>				
3b.13	Elect/Ratify Ana Maria Poblanno Chanona as Alternate Secretary (Non-Member) of Board	Mgmt	For	For	For
	<p><i>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.</i></p>				
3c.1	Elect/Ratify Ricardo Guajardo Touche as Chairman of Audit Committee	Mgmt	For	For	For
	<p><i>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.</i></p>				

Grupo Aeroportuario del Sureste SA de CV

Proposal 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
	<p><i>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.</i></p>				
3d.2	Elect/Ratify Fernando Chico Pardo as Member of Nominations and Compensations Committee	Mgmt	For	For	For
	<p><i>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.</i></p>				
3d.3	Elect/Ratify Jose Antonio Perez Anton of Nominations and Compensations Committee	Mgmt	For	For	For
	<p><i>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.</i></p>				
3e.1	Approve Remuneration of Directors in the Amount of MXN 85,000	Mgmt	For	For	For
	<p><i>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.</i></p>				
3e.2	Approve Remuneration of Operations Committee in the Amount of MXN 85,000	Mgmt	For	For	For
	<p><i>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.</i></p>				
3e.3	Approve Remuneration of Nominations and Compensations Committee in the Amount of MXN 85,000	Mgmt	For	For	For
	<p><i>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.</i></p>				
3e.4	Approve Remuneration of Audit Committee in the Amount of MXN 120,000	Mgmt	For	For	For
	<p><i>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.</i></p>				

Grupo Aeroportuario del Sureste SA de CV

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
<p><i>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.</i></p>					
4a	Authorize Claudio R. Gongora Morales to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
<p><i>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.</i></p>					
4b	Authorize Rafael Robles Miaja to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
<p><i>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.</i></p>					
4c	Authorize Ana Maria Poblanno Chanona to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
<p><i>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.</i></p>					

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
<p><i>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</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
	<i>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</i>				
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For
	<i>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</i>				
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
	<i>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</i>				
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
	<i>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</i>				
5f	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For
	<i>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</i>				
5g	Re-elect Diana Layfield as Director	Mgmt	For	For	For
	<i>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</i>				
5h	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
	<i>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</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5i	Re-elect Tony Mok as Director	Mgmt	For	For	For
<p><i>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</i></p>					
5j	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
<p><i>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</i></p>					
5k	Re-elect Andreas Rummelt as Director	Mgmt	For	For	For
<p><i>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</i></p>					
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
<p><i>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</i></p>					
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
13	Adopt New Articles of Association	Mgmt	For	For	For

B3 SA-Brasil, Bolsa, Balcao

Meeting Date: 04/27/2023

Country: Brazil

Ticker: B3SA3

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: P1909G107

Shares Voted: 48,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles Re: Adjustments Resulting from the Provisions Brought in by CVM Resolution 135	Mgmt	For	For	For
	<i>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.</i>				
2	Amend Article 3 Re: Corporate Purpose	Mgmt	For	For	For
	<i>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.</i>				
3	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For
	<i>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.</i>				
4	Amend Articles 23 and 24 Re: System for Electing Members of the Board of Directors	Mgmt	For	For	For
	<i>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.</i>				
5	Amend Articles 35 and 37	Mgmt	For	For	For
	<i>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.</i>				
6	Amend Article 46	Mgmt	For	For	For
	<i>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.</i>				
7	Amend Article 76	Mgmt	For	For	For
	<i>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.</i>				

B3 SA-Brasil, Bolsa, Balcao

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
<p><i>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.</i></p>					
9	Amend Articles Re: Other Adjustments	Mgmt	For	For	For
<p><i>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.</i></p>					
10	Consolidate Bylaws	Mgmt	For	For	For
<p><i>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.</i></p>					

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	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 11	Mgmt	For	For	For
4	Elect Directors	Mgmt	For	For	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	Against	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			

B3 SA-Brasil, Bolsa, Balcão

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
	<p><i>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).</i></p>				
7.1	Percentage of Votes to Be Assigned - Elect Ana Dolores Moura Carneiro de Novaes as Independent Director	Mgmt	None	For	For
	<p><i>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).</i></p>				
7.2	Percentage of Votes to Be Assigned - Elect Antonio Carlos Quintella as Independent Director	Mgmt	None	For	For
	<p><i>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).</i></p>				
7.3	Percentage of Votes to Be Assigned - Elect Caio Ibrahim David as Independent Director	Mgmt	None	For	For
	<p><i>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).</i></p>				
7.4	Percentage of Votes to Be Assigned - Elect Claudia de Souza Ferris as Independent Director	Mgmt	None	For	For
	<p><i>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).</i></p>				
7.5	Percentage of Votes to Be Assigned - Elect Claudia Farkouh Prado as Independent Director	Mgmt	None	For	For
	<p><i>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).</i></p>				

B3 SA-Brasil, Bolsa, Balcao

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
	<i>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).</i>				
7.7	Percentage of Votes to Be Assigned - Elect Florian Bartunek as Independent Director	Mgmt	None	For	For
	<i>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).</i>				
7.8	Percentage of Votes to Be Assigned - Elect Guilherme Affonso Ferreira as Independent Director	Mgmt	None	For	For
	<i>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).</i>				
7.9	Percentage of Votes to Be Assigned - Elect Mauricio Machado de Minas as Independent Director	Mgmt	None	For	For
	<i>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).</i>				
7.10	Percentage of Votes to Be Assigned - Elect Pedro Paulo Giubbina Lorenzini as Independent Director	Mgmt	None	For	For
	<i>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).</i>				
7.11	Percentage of Votes to Be Assigned - Elect Rodrigo Guedes Xavier as Independent Director	Mgmt	None	For	For
	<i>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).</i>				
8	Approve Remuneration of Company's Management	Mgmt	For	For	For

B3 SA-Brasil, Bolsa, Balcao

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

Shares Voted: 355,753

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	Against
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect Helge Lund as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
5	Re-elect Bernard Looney as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
6	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
7	Re-elect Paula Reynolds as Director	Mgmt	For	For	Abstain
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
8	Re-elect Melody Meyer as Director	Mgmt	For	For	Abstain
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
9	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
10	Re-elect Sir John Sawers as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Pamela Daley as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
12	Re-elect Karen Richardson as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
13	Re-elect Johannes Teysen as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
14	Elect Amanda Blanc as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
15	Elect Satish Pai as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
16	Elect Hina Nagarajan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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

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
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					
5.3	Elect Carlos Eduardo Teixeira Taveiros as Fiscal Council Member and Rochana Grossi Freire as Alternate Appointed by Shareholder	SH	None	For	For
<p><i>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.</i></p>					
5.4	Elect Francisco O. V. Schmitt as Fiscal Council Member and Roberto Lamb as Alternate Appointed by Shareholder	SH	None	Abstain	Abstain
<p><i>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.</i></p>					

Centrais Eletricas Brasileiras SA

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
<p><i>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.</i></p>					
5.6	Elect Marcos Barbosa Pinto as Fiscal Council Member and Rafael Rezende Brigolini as Alternate Appointed by Shareholder	SH	None	For	For
<p><i>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.</i></p>					

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
<p><i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i></p>					
4b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i></p>					
4c	Re-elect Richard Fearon as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i></p>					
4d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i></p>					
4e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i></p>					
4f	Elect Badar Khan as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i></p>					

CRH Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4g	Re-elect Lamar McKay as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
4h	Re-elect Albert Manifold as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
4i	Re-elect Jim Mintern as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
4j	Re-elect Gillian Platt as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
4k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
4l	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
4m	Elect Christina Verchere as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4a	Re-elect John Hennessy as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election of John Hennessy, Dermot Crowley, Elizabeth McMeikan, Cathriona Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified.</i>				
4b	Re-elect Dermot Crowley as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election of John Hennessy, Dermot Crowley, Elizabeth McMeikan, Cathriona Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified.</i>				
4c	Re-elect Elizabeth McMeikan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election of John Hennessy, Dermot Crowley, Elizabeth McMeikan, Cathriona Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified.</i>				
4d	Re-elect Cathriona Hallahan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election of John Hennessy, Dermot Crowley, Elizabeth McMeikan, Cathriona Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified.</i>				
4e	Re-elect Gervaise Slowey as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election of John Hennessy, Dermot Crowley, Elizabeth McMeikan, Cathriona Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified.</i>				
4f	Re-elect Shane Casserly as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election of John Hennessy, Dermot Crowley, Elizabeth McMeikan, Cathriona Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified.</i>				
4g	Re-elect Carol Phelan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election of John Hennessy, Dermot Crowley, Elizabeth McMeikan, Cathriona Hallahan, Gervaise Slowey, Shane Casserly and Carol Phelan is warranted because no significant concerns have been identified.</i>				
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
10	Authorise Re-allotment of Treasury Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Flutter Entertainment Plc

Meeting Date: 04/27/2023

Country: Ireland

Ticker: FLTR

Record Date: 04/23/2023

Meeting Type: Annual

Primary Security ID: G3643J108

Shares Voted: 10,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4A	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
4B	Elect Carolan Lennon as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
5A	Re-elect Nancy Cruickshank as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
5B	Re-elect Nancy Dubuc as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
5C	Re-elect Richard Flint as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
5D	Re-elect Alfred Hurley Jr as Director	Mgmt	For	For	For
<p><i>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.</i></p>					

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
	<i>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.</i>				
5F	Re-elect Holly Koeppel as Director	Mgmt	For	For	For
	<i>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.</i>				
5G	Re-elect David Lazzarato as Director	Mgmt	For	For	For
	<i>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.</i>				
5H	Re-elect Gary McGann as Director	Mgmt	For	For	For
	<i>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.</i>				
5I	Re-elect Atif Rafiq as Director	Mgmt	For	For	For
	<i>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.</i>				
5J	Re-elect Mary Turner as Director	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
9A	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
9B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				

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
	<i>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.</i>				
2	Approve Work Report of the Board of Supervisors	Mgmt	For	For	For
	<i>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.</i>				
3	Approve Final Financial Report	Mgmt	For	For	For
	<i>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.</i>				
4	Approve Profit Distribution Plan	Mgmt	For	For	For
5	Approve Annual Report and Its Summary	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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.</i>				

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
<p><i>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.</i></p>					
8	Approve Duty Report of Independent Non-Executive Directors	Mgmt	For	For	For
<p><i>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.</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted given the reasons stated by the board and the intended use of proceeds.</i></p>					
11	Approve Issuance of Ultra Short-Term Financing Bonds	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted given the reasons stated by the board and the intended use of proceeds.</i></p>					

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
<p><i>Voting Policy Rationale: There are concerns regarding the company's compensation practices and the material increases in the global remuneration caps, since its merger with Notre Dame Intermedica Participacoes, in 2021, in the absence of detailed information and a compelling rationale. A vote AGAINST is recommended.</i></p>					
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

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
<p><i>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.</i></p>					

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
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted in view of the following concerns: * The Remuneration Committee awarded a discretionary uplift to vesting of the LTIPs granted in FY2020; * The timing does not seem appropriate; * The discretionary uplift is substantial and not justified in further details.</i></p>					
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect Sir Samuel Jonah as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
5	Re-elect Thomas Greenwood as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
6	Re-elect Manjit Dhillon as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
7	Re-elect Magnus Mandersson as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
8	Re-elect Alison Baker as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
9	Re-elect Richard Byrne as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
10	Re-elect Helis Zulijani-Boye as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
11	Re-elect Temitope Lawani as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					

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
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
13	Re-elect Carole Wamuyu Wainaina as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4b	Re-elect Hugh Brady as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4c	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4d	Re-elect Karin Dorrepaal as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4e	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4f	Re-elect Michael Kerr as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4g	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4h	Re-elect Tom Moran as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4i	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4j	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4k	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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

Country: Brazil

Ticker: PETR4

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: P78331140

Shares Voted: 2,339,611

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
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The management slate includes nominees considered ineligible by the company's Personnel Committee and/or by the current board of directors; * The company has presented all candidates under a single agenda item, preventing shareholder from voting on each nominee individually; and * Minority shareholders have presented incumbent independent minority nominees to be elected under cumulative voting.</i></p>					
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
<p><i>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.</i></p>					
6.1	Percentage of Votes to Be Assigned - Elect Pietro Adamo Sampaio Mendes as Independent Director	Mgmt	None	Abstain	Abstain
<p><i>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.</i></p>					

Petroleo Brasileiro SA

Proposal Number	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
<p><i>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.</i></p>					
6.3	Percentage of Votes to Be Assigned - Elect Efrain Pereira da Cruz as Independent Director	Mgmt	None	Abstain	Abstain
<p><i>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.</i></p>					
6.4	Percentage of Votes to Be Assigned - Elect Vitor Eduardo de Almeida Saback as Independent Director	Mgmt	None	Abstain	Abstain
<p><i>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.</i></p>					
6.5	Percentage of Votes to Be Assigned - Elect Eugenio Tiago Chagas Cordeiro e Teixeira as Independent Director	Mgmt	None	Abstain	Abstain
<p><i>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.</i></p>					
6.6	Percentage of Votes to Be Assigned - Elect Bruno Moretti as Independent Director	Mgmt	None	Abstain	Abstain
<p><i>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.</i></p>					

Petroleo Brasileiro SA

Proposal Number	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
<p><i>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.</i></p>					
6.8	Percentage of Votes to Be Assigned - Elect Suzana Kahn Ribeiro as Independent Director	Mgmt	None	Abstain	Abstain
<p><i>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.</i></p>					
6.9	Percentage of Votes to Be Assigned - Elect Jose Joao Abdalla Filho as Independent Director	SH	None	For	For
<p><i>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.</i></p>					
6.10	Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director	SH	None	For	For
<p><i>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.</i></p>					
7	Elect Pietro Adamo Sampaio Mendes as Board Chairman	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this request is warranted because chair nominee Pietro Adamo Sampaio Mendes was considered ineligible to the board due to his relationship with the controlling shareholder, the Brazilian federal government.</i></p>					
8	Fix Number of Fiscal Council Members at Five	Mgmt	For	For	For
9	Elect Fiscal Council Members	Mgmt	For	Abstain	Abstain
<p><i>Voting Policy Rationale: An ABSTAIN vote recommendation is warranted for the management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 11 of this meeting agenda.</i></p>					

Petroleo Brasileiro SA

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
<p><i>Voting Policy Rationale: The company's remuneration disclosure lacks transparency, especially regarding severance payments and the acceleration of deferred variable remuneration in the context of frequent changes in statutory executives since 2019. Therefore, a vote AGAINST this item is recommended.</i></p>					
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
1	Meeting for Preferred ADR Holders	Mgmt			
	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
1	Extraordinary Business	Mgmt			
	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
	<i>Voting Policy Rationale: These items warrant a vote FOR because they are routine requests in Italy, and there are no specific concerns with the company's accounts.</i>				
2	Approve Allocation of Income	Mgmt	For	For	For
	<i>Voting Policy Rationale: These items warrant a vote FOR because they are routine requests in Italy, and there are no specific concerns with the company's accounts.</i>				
3	Elect Patrizio Bertelli as Board Chair	Mgmt	For	For	For
4a	Elect Andrea Bonini as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: These items warrant a vote FOR because the company has disclosed the name and details of the proposed candidates, and no concerns have been noticed.</i>				
4b	Elect Andrea Guerra as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: These items warrant a vote FOR because the company has disclosed the name and details of the proposed candidates, and no concerns have been noticed.</i>				
5	Approve Terms of Severance Agreement with CEO	Mgmt	For	Against	For
	<i>Voting Policy Rationale: This item warrants a vote AGAINST due to the inclusion of discretionary bonus in the sum payable as termination payment in favour of the CEO as well as overall lack of information on the magnitude of the discretionary bonus as well as the CEO pay structure overall.</i>				
6	Approve Remuneration of Directors	Mgmt	For	Against	For
	<i>Voting Policy Rationale: This item warrants a vote AGAINST because the proposed remuneration is above market practice for comparable companies, and the company has not provided a rationale in support of this proposal.</i>				

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
	<i>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 do not impact shareholder value.</i>				
2	Consolidate Bylaws	Mgmt	For	For	For
	<i>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 do not impact shareholder value.</i>				
3	Re-Ratify Remuneration of Company's Management for 2022	Mgmt	For	Against	Against
	<i>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.</i>				

Sendas Distribuidora SA

Meeting Date: 04/27/2023

Country: Brazil

Ticker: ASAI3

Record Date:

Meeting Type: Annual

Primary Security ID: P8T81L100

Shares Voted: 9,679,000

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 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
<p><i>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).</i></p>					
5	Elect Directors	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has published the candidates' biographical information; * There are no known concerns regarding the proposed nominees; and * The proposed board includes a reasonable number of independent directors.</i></p>					
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	For	For
<p><i>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).</i></p>					

Sendas Distribuidora SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Percentage of Votes to Be Assigned - Elect Andiana Pedrosa Petterle as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
8.2	Percentage of Votes to Be Assigned - Elect Belmiro de Figueiredo Gomes as Director	Mgmt	None	For	For
<p><i>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).</i></p>					
8.3	Percentage of Votes to Be Assigned - Elect Jose Guimaraes Monforte as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
8.4	Percentage of Votes to Be Assigned - Elect Julio Cesar de Queiroz Campos as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
8.5	Percentage of Votes to Be Assigned - Elect Leila Abraham Loria as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					

Sendas Distribuidora SA

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
<p><i>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).</i></p>					
8.7	Percentage of Votes to Be Assigned - Elect Oscar de Paula Bernardes Neto as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
8.8	Percentage of Votes to Be Assigned - Elect Philippe Alarcon as Director	Mgmt	None	For	For
<p><i>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).</i></p>					
8.9	Percentage of Votes to Be Assigned - Elect Leonardo Gomes Pereira as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has published the candidates' biographical information; * There are no known concerns regarding the proposed nominees; and * The proposed board includes a reasonable number of independent directors.</i></p>					

Sendas Distribuidora SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Elect Jose Guimaraes Monforte as Vice-Chairman	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has published the candidates' biographical information; * There are no known concerns regarding the proposed nominees; and * The proposed board includes a reasonable number of independent directors.</i></p>					
12	Approve Remuneration of Company's Management	Mgmt	For	Against	Against
<p><i>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.</i></p>					
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
<p><i>Voting Policy Rationale: An ABSTAIN vote for this proposal is warranted because: * By the time this analysis was concluded, the company had not disclosed fiscal council nominees; and * Lack of timely disclosure prevents international institutional shareholders from making an informed voting decision.</i></p>					

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
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of the Directors is warranted as no significant concerns have been identified.</i></p>					
5	Re-elect John Rishton as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of the Directors is warranted as no significant concerns have been identified.</i></p>					
6	Re-elect Nigel Crossley as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of the Directors is warranted as no significant concerns have been identified.</i></p>					
7	Re-elect Kirsty Bashforth as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of the Directors is warranted as no significant concerns have been identified.</i></p>					
8	Re-elect Kru Desai as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of the Directors is warranted as no significant concerns have been identified.</i></p>					

Sercu 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
	<i>Voting Policy Rationale: A vote FOR the election/re-election of the Directors is warranted as no significant concerns have been identified.</i>				
10	Re-elect Tim Lodge as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election/re-election of the Directors is warranted as no significant concerns have been identified.</i>				
11	Re-elect Dame Sue Owen as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election/re-election of the Directors is warranted as no significant concerns have been identified.</i>				
12	Re-elect Lynne Peacock as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election/re-election of the Directors is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
2	Elect Chairman of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
4	Approve Agenda of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>				
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because candidates Lars Holmqvist and Henrik Blomquist are overboarded.</i>				

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
<p><i>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.</i></p>					
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
19.d	Approve Alternative Equity Plan Financing	Mgmt	For	Against	For
<p><i>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.</i></p>					
20	Close Meeting	Mgmt			

Axis Bank Limited

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

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

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
<p><i>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.</i></p>					
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<p><i>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.</i></p>					
4.1	Elect Norbert Winkeljohann to the Supervisory Board	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i></p>					
4.2	Elect Kimberly Mathisen to the Supervisory Board	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i></p>					
5	Approve Remuneration Report	Mgmt	For	Against	Abstain
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Concerns remain in regard to the CEO's STI being insulated from cash outflow related to litigation in connection with Monsanto. * Legacy contribution-based pension entitlements for the CEO result in contributions that can be considered excessive and are not aligned with the wider workforce or market practice. However, we highlight that in light of the CEO change on June 1, 2023, many of these concerns will likely be mitigated moving forward.</i></p>					
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

Country: China

Ticker: 3323

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: Y15045100

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
	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>				
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>				
3	Approve Auditors' Report and Audited Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>				
4	Approve Profit Distribution Plan and Final Dividend Distribution Plan	Mgmt	For	For	For
	<i>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.</i>				
5	Authorize Board to Deal With All Matters in Relation to the Company's Distribution of Interim Dividend	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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.</i>				
7b	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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 not specified the discount limit for issuance for cash and non-cash consideration.</i>				
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
1	CLASS MEETING FOR HOLDERS OF H SHARES 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 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 Treatment of Net Loss	Mgmt	For	For	For
3	Ratify Interest-on-Capital-Stock Payment	Mgmt	For	Against	Against
<p><i>Voting 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 payment. In the absence of a compelling rationale for such interest-on share-capital distribution, a vote AGAINST this proposal is recommended at this time.</i></p>					
4	Approve Co-Chairmanship of the Board of Directors	Mgmt	For	Against	Against
<p><i>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.</i></p>					
5	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
6	Approve Remuneration of Company's Management	Mgmt	For	For	For
7	Fix Number of Directors at Six	Mgmt	For	For	For
8	Approve Classification of Oscar de Paula Bernardes Neto, Romeu Cortes Domingues, and Stello Passos Tolda as Independent Directors	Mgmt	For	Against	Against

*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

Proposal Number	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
	<i>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.</i>				
10	Elect Directors	Mgmt	For	Against	Against
	<i>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.</i>				
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
	<i>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.</i>				
13.1	Percentage of Votes to Be Assigned - Elect Dulce Pugliese de Godoy Bueno as Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				
13.2	Percentage of Votes to Be Assigned - Elect Romeu Cortes Domingues as Independent Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				
13.3	Percentage of Votes to Be Assigned - Elect Oscar de Paula Bernardes Neto as Independent Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				

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
	<i>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.</i>				
13.5	Percentage of Votes to Be Assigned - Elect Henrique Lourenco Grossi as Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				
13.6	Percentage of Votes to Be Assigned - Elect Carlos de Barros Jorge Neto as Director	Mgmt	None	Abstain	Abstain
	<i>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.</i>				
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
	<i>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.</i>				
3	Consolidate Bylaws	Mgmt	For	For	For
	<i>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.</i>				

Greencoat Renewables PLC

Meeting Date: 04/28/2023

Country: Ireland

Ticker: GRP

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: G4081F103

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
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Rónán Murphy, Emer Gilvarry, Kevin McNamara, Marco Graziano and Eva Lindqvist is warranted because no significant concerns have been identified.</i>				
2b	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Rónán Murphy, Emer Gilvarry, Kevin McNamara, Marco Graziano and Eva Lindqvist is warranted because no significant concerns have been identified.</i>				
2c	Re-elect Kevin McNamara as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Rónán Murphy, Emer Gilvarry, Kevin McNamara, Marco Graziano and Eva Lindqvist is warranted because no significant concerns have been identified.</i>				
2d	Re-elect Marco Graziano as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Rónán Murphy, Emer Gilvarry, Kevin McNamara, Marco Graziano and Eva Lindqvist is warranted because no significant concerns have been identified.</i>				
2e	Elect Eva Lindqvist as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Rónán Murphy, Emer Gilvarry, Kevin McNamara, Marco Graziano and Eva Lindqvist is warranted because no significant concerns have been identified.</i>				
3	Ratify BDO as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: Item 5 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 6 to 7 A vote FOR this resolution is warranted because: * The Company has provided a commitment that shares would be issued at or above NAV.</i>				
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: Item 5 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 6 to 7 A vote FOR this resolution is warranted because: * The Company has provided a commitment that shares would be issued at or above NAV.</i>				
7	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	For
	<i>Voting Policy Rationale: Item 5 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 6 to 7 A vote FOR this resolution is warranted because: * The Company has provided a commitment that shares would be issued at or above NAV.</i>				
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 Premium Account	Mgmt	For	For	For

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

Meeting Date: 04/28/2023

Country: Mexico

Ticker: GMEXICOB

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: P49538112

Shares Voted: 15,888,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2021, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>				
2	Present Report on Compliance with Fiscal Obligations	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2021, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>				
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
	<i>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</i>				
8	Approve Granting/Withdrawal of Powers	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because lack of timely disclosure regarding the proposed granting or withdrawing of powers prevents international institutional shareholders from making an informed voting decision.</i>				
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

Industrie De Nora SpA

Meeting Date: 04/28/2023

Country: Italy

Ticker: DNR

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: T5R91T105

Industrie De Nora SpA

Shares Voted: 13,799

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Ordinary Business Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Approve Remuneration Policy	Mgmt	For	Against	For
2b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Abstain
3a	Elect Roberto Cingolani as Director	Mgmt	For	For	For
3b	Elect Paola Bonandrini as Director	Mgmt	For	For	For
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

Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.

Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.

*Voting Policy Rationale: This item warrants a vote AGAINST because: * The company failed to adopt a clear policy on termination payments. * The board maintains excessively broad derogation and discretionary powers. * The remuneration policy includes poor information on some key elements of the company's long-term incentive plan.*

Voting Policy Rationale: This item warrants a vote AGAINST because the company provides insufficient information on the performance criteria attached to variable remuneration and on the level of achievement of performance targets.

Voting Policy Rationale: These resolutions warrant a vote FOR because the company has disclosed the name and details of the proposed candidates, and no concerns have been noticed.

Voting Policy Rationale: These resolutions warrant a vote FOR because the company has disclosed the name and details of the proposed candidates, and no concerns have been noticed.

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Re-elect Jost Massenberg as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3d	Re-elect Russell Shiels as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3f	Re-elect Linda Hickey as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3g	Re-elect Anne Heraty as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
3j	Elect Senan Murphy as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
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
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>				
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>				
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>				

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
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
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

Country: Brazil

Ticker: MEGA3

Record Date:

Meeting Type: Annual

Primary Security ID: P7S598100

Shares Voted: 1,836,478

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
<i>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.</i>					
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	For	For
<i>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.</i>					
3	Approve Treatment of Net Loss	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
5	Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For
6	Elect Fiscal Council Members	Mgmt	For	For	For
7	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
8	Approve Remuneration of Company's Management	Mgmt	For	For	For

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
	<i>Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.</i>				
5a	Re-elect Irial Finan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.</i>				
5b	Re-elect Anthony Smurfit as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.</i>				
5c	Re-elect Ken Bowles as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.</i>				
5d	Re-elect Anne Anderson as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.</i>				
5e	Re-elect Frits Beurskens as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.</i>				
5f	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.</i>				
5g	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.</i>				
5h	Re-elect James Lawrence as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.</i>				
5i	Re-elect Lourdes Melgar as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.</i>				
5j	Re-elect Jorgen Rasmussen as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these directors is warranted as no material concerns are identified.</i>				
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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

Country: Brazil

Ticker: VALE3

Record Date: 03/24/2023

Meeting Type: Annual/Special

Primary Security ID: P9661Q155

Shares Voted: 2,942,003

Proposal Number	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
<p><i>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.</i></p>					
5.1	Elect Daniel Andre Stieler as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
5.2	Elect Douglas James Upton as Independent Director	Mgmt	For	For	For
<p><i>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.</i></p>					
5.3	Elect Fernando Jorge Buso Gomes as Director	Mgmt	For	Against	For
<p><i>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.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Elect Joao Luiz Fukunaga as Director	Mgmt	For	For	For
	<i>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.</i>				
5.5	Elect Jose Luciano Duarte Penido as Independent Director	Mgmt	For	For	For
	<i>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.</i>				
5.6	Elect Luis Henrique Cals de Beauclair Guimaraes as Independent Director	Mgmt	For	For	For
	<i>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.</i>				
5.7	Elect Manuel Lino Silva de Sousa Oliveira (Ollie) as Independent Director	Mgmt	For	For	For
	<i>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.</i>				
5.8	Elect Marcelo Gasparino da Silva as Independent Director	Mgmt	For	For	For
	<i>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.</i>				
5.9	Elect Paulo Hartung as Independent Director	Mgmt	For	For	For
	<i>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.</i>				
5.10	Elect Rachel de Oliveira Maia as Independent Director	Mgmt	For	For	For
	<i>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.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.11	Elect Shunji Komai as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
5.12	Elect Vera Marie Inkster as Independent Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
	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			
	<p><i>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.</i></p>				
7.1	Percentage of Votes to Be Assigned - Elect Daniel Andre Stieler as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				

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
	<p><i>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.</i></p>				
7.3	Percentage of Votes to Be Assigned - Elect Fernando Jorge Buso Gomes as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				
7.4	Percentage of Votes to Be Assigned - Elect Joao Luiz Fukunaga as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				

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
<p><i>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.</i></p>					
7.6	Percentage of Votes to Be Assigned - Elect Luis Henrique Cals de Beauclair Guimaraes as Independent Director	Mgmt	For	For	For
<p><i>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.</i></p>					
7.7	Percentage of Votes to Be Assigned - Elect Manuel Lino Silva de Sousa Oliveira (Ollie) as Independent Director	Mgmt	For	For	For
<p><i>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.</i></p>					

Proposal Number	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
	<p><i>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.</i></p>				
7.9	Percentage of Votes to Be Assigned - Elect Paulo Hartung as Independent Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
7.10	Percentage of Votes to Be Assigned - Elect Rachel de Oliveira Maia as Independent Director	Mgmt	For	For	For
	<p><i>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.</i></p>				

Proposal Number	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
	<p><i>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.</i></p>				
7.12	Percentage of Votes to Be Assigned - Elect Vera Marie Inkster as Independent Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
8.1	Elect Daniel Andre Stieler as Board Chairman	Mgmt	For	For	For
	<p><i>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.</i></p>				
9.1	Elect Marcelo Gasparino da Silva as Vice-Chairman	Mgmt	For	For	For
	<p><i>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.</i></p>				
10.1	Elect Heloisa Belotti Bedicks as Fiscal Council Member and Jandaraci Ferreira de Araujo as Alternate Appointed by Geracao L. Par Fundo de Investimento em Acoes and Other Shareholders	SH	None	For	For
	<p><i>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.</i></p>				

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
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					
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:** YPF
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

Proposal Number	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
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the company's relationship with its external auditor; and * The company's most recent auditor opinion is unqualified.</i>					
6	Approve Auditors for FY 2023 and Fix Their Remuneration	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the company's relationship with its external auditor; and * The company's most recent auditor opinion is unqualified.</i>					
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
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the proposed remuneration amounts; * Historical director pay appears reasonable; and * There are no known concerns over fees paid to the internal auditor.</i>					
9	Approve Remuneration of Internal Statutory Auditors Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the proposed remuneration amounts; * Historical director pay appears reasonable; and * There are no known concerns over fees paid to the internal auditor.</i>					
10	Fix Number of Members of Internal Statutory Auditors Committee and Alternates	Mgmt	For	For	For
<i>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.</i>					
11	Elect One Member of Internal Statutory Auditors Committee and Alternate for Class A Shares	Mgmt			
<i>Voting Policy Rationale: These are non-voting items.</i>					
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
<i>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.</i>					
14	Elect One Director and Alternate for Class A Shares and Determination of their Tenure	Mgmt			
<i>Voting Policy Rationale: These are non-voting items.</i>					
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
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the proposed remuneration amounts; * Historical director pay appears reasonable; and * There are no known concerns over fees paid to the internal auditor.</i>					

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
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.2	Elect Director Helen Cai	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.3	Elect Director Gustavo A. Cisneros	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.4	Elect Director Christopher L. Coleman	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.5	Elect Director Isela Costantini	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.6	Elect Director J. Michael Evans	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.7	Elect Director Brian L. Greenspun	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				

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
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.9	Elect Director Anne Kabagambe	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.10	Elect Director Andrew J. Quinn	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.11	Elect Director Loreto Silva	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.12	Elect Director John L. Thornton	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>				

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
<i>Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
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
<i>Voting Policy Rationale: A vote AGAINST is warranted because the board lacks gender diversity among its members (25 percent). Furthermore, the company bundles the reappointment of directors under this item. ISS policy guidelines do not generally support the bundling together of significant proposals that could be presented as separate voting items.</i>					
6	Approve Remuneration of Directors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because the remuneration for the chairman is excessive compared to market standards.</i>					
7	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Allow Board to Appoint One or More of its Members as Company's Attorney-in-Fact	Mgmt	For	For	For

GSK Plc

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

Shares Voted: 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
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
4	Elect Vishal Sikka as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
5	Elect Elizabeth McKee Anderson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
6	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
7	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					

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

Proposal Number	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
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Re-elect Jeff Carr as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Nicandro Durante as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Mary Harris as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Pam Kirby as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Chris Sinclair as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Elane Stock as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Re-elect Alan Stewart as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
15	Elect Jeremy Darroch as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
16	Elect Tamara Ingram as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5b	Re-elect Donal Galvin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5c	Re-elect Basil Geoghegan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5d	Re-elect Tanya Horgan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5e	Re-elect Colin Hunt as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5f	Re-elect Sandy Kinney Pritchard as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5g	Re-elect Elaine MacLean as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5h	Re-elect Andy Maguire as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5i	Re-elect Brendan McDonagh as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5j	Re-elect Helen Normoyle as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5k	Re-elect Ann O'Brien as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5l	Re-elect Fergal O'Dwyer as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5m	Re-elect Jim Pettigrew Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5n	Re-elect Jan Sijbrand as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5o	Re-elect Raj Singh as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
9a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
9b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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 Number	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
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
6	Re-elect Thomas Arseneault as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
7	Re-elect Crystal Ashby as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
8	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
9	Re-elect Bradley Greve as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
10	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
11	Re-elect Christopher Grigg as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
12	Re-elect Ewan Kirk as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
13	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
14	Re-elect Nicole Piasecki as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					
15	Re-elect Charles Woodburn as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>					

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
	<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>				
17	Elect Lord Sedwill as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Barbara J. Beck	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Christophe Beck	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jeffrey M. Ettinger	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Eric M. Green	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Arthur J. Higgins	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Michael Larson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David W. MacLennan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Tracy B. McKibben	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Victoria J. Reich	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director John J. Zillmer	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Despite not receiving an annual incentive payout, a pay-for-performance misalignment was identified, largely because of an increase in the CEO's equity award value. Equity grants remained majority time-based, per ISS' valuation, and the CEO received a larger grant, both as a dollar value and as a number of shares/options, than in the prior year. Lastly, the committee made a sizable, time-based stock grant to another NEO for the second consecutive year.</i>				
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Require Independent Board Chair	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.</i>				

Grafton Group Plc

Meeting Date: 05/04/2023

Country: Ireland

Ticker: GFTU

Record Date: 04/30/2023

Meeting Type: Annual

Primary Security ID: G4035Q189

Proposal 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
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
3b	Re-elect Susan Murray as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
3c	Re-elect Vincent Crowley as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
3d	Re-elect Rosheen McGuckian as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
3e	Re-elect Avis Darzins as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
3f	Re-elect David Arnold as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
3g	Elect Eric Born as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
3h	Re-elect Michael Roney as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
4	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
8	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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

Country: United Kingdom

Ticker: PHNX

Record Date: 05/02/2023

Meeting Type: Annual

Primary Security ID: G7S8MZ109

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

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
1	Postal Ballot Elect Haigreve Khaitan as Director	Mgmt	For	Against	Against
<i>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.</i>					
2	Elect Vishesh Chander Chandiok as Director	Mgmt	For	For	For
<i>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.</i>					

PVR Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect Amit Jatia as Director	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: Item 1: 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 Chandiook as Director A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee.</i></p>					
4	Approve Pledging of Assets for Debt	Mgmt	For	For	For

RWE AG

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

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
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
3.2	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
3.3	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					

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
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				

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
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
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
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>				
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
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>				
7	Approve Remuneration Report	Mgmt	For	For	For

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
<i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted.</i>					
10	Approve Creation of EUR 380.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted.</i>					
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 Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
3	Approve Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					

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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
7	Approve to Appoint Auditor	Mgmt	For	For	For
8	Approve Remuneration of Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
9	Approve Remuneration of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
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
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
15	Amend Articles of Association	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
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
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					

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

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
<p><i>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.</i></p>					
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For
<p><i>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.</i></p>					
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
16	Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	SH	Against	Against	Against
17	Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	SH	Against	Against	Against
18	Devise and Implement a Long-Term and Stable Dividend Policy	SH	Against	Against	Against

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
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
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
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Discretionary adjustments were made to the STI in the year under review. If these adjustments had not been made, 50 percent of the STI would not have paid out and the company has not provided adequate disclosure on the justification for the adjustments, the actual adjustments made, and how these were considered to affect performance. We also note that the STI already includes a level of discretionary adjustment via a modifier, and it is unclear why this modifier was not sufficient to address economic developments.</i>					
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8	Approve Creation of EUR 32.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted.</i>					
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
<i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted.</i>					
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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Robin A. Abrams	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Douglas Bettinger	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Mark E. Jensen	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director James P. Lederer	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director D. Jeffrey Richardson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Elizabeth Schwarting	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Raejeanne Skillern	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.2	Reelect Marion Helmes as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
5.2	Reelect Albert Baehny as Board Chair	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>				
7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>				
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
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>					
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
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>					
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
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>					
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
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>					
12	Transact Other Business (Voting)	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>					

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
	<i>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.</i>				
5	Re-elect Richard Berliand as Director	Mgmt	For	For	For
	<i>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.</i>				
6	Re-elect John Cryan as Director	Mgmt	For	For	For
	<i>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.</i>				
7	Re-elect Luke Ellis as Director	Mgmt	For	For	For
	<i>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.</i>				
8	Re-elect Antoine Forterre as Director	Mgmt	For	For	For
	<i>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.</i>				
9	Re-elect Jacqueline Hunt as Director (Withdrawn)	Mgmt			
	<i>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.</i>				
10	Re-elect Cecelia Kurzman as Director	Mgmt	For	For	For
	<i>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.</i>				
11	Elect Alberto Musalem as Director	Mgmt	For	For	For
	<i>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.</i>				
12	Re-elect Anne Wade as Director	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				

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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>					
5.1.2	Reelect Bo Cerup-Simonsen as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>					
5.1.3	Reelect Monika Kruesi as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>					
5.1.4	Reelect Stefano Pampalone as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>					
5.1.5	Reelect Gabriele Sons as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>					
5.1.6	Reelect Detlef Trefzger as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>					

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
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>					
5.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>					
5.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>					
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
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>					

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
<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The CEO received a significant salary increase of c.36%; * Repeated concerns are noted under the level of disclosure associated to the annual bonus award granted to the CEO; and * LTIP awards vested during the year under review, which featured a performance-period of less than three years. BACKGROUND INFORMATION Policies: Compensation</i>					
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>					

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
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>					
6	Grant Board Authority to Issue Shares	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
8	Authorise Issue of Equity without Pre-emptive Rights to Finance an Acquisition or Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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

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
<i>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.</i>					
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
<i>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.</i>					

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
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>					
8	Elect Guenter Walter Lauber as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>					
9	Elect Andrew Chong Yang Hsueh as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>					
10	Elect Hera Siu Kitwan as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>					
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
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
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

Country: China

Ticker: 300285

Record Date: 05/04/2023

Meeting Type: Annual

Primary Security ID: Y76867103

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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
3	Approve Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
4	Approve Profit Distribution	Mgmt	For	For	For
5	Approve Annual Report and Summary	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
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

Shares Voted: 374,985

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote 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
	<i>Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>				
2	Approve Allocation of Income	Mgmt	For	For	For
	<i>Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise concerns. Support for the approval of the financial statements is however qualified due to the shareholder meeting format, which will not allow shareholders to actively participate in the AGM and interact with the management during the meeting.</i>				
	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

Country: Canada

Ticker: BLX

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 09950M300

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
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.2	Elect Director Lise Croteau	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.3	Elect Director Patrick Decostre	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.4	Elect Director Ghyslain Deschamps	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.5	Elect Director Marie-Claude Dumas	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.6	Elect Director Marie Giguere	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.7	Elect Director Ines Kolmsee	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.8	Elect Director Patrick Lemaire	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.9	Elect Director Alain Rheume	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.10	Elect Director Zin Smati	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.11	Elect Director Dany St-Pierre	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
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

Country: Germany

Ticker: SDF

Record Date: 05/03/2023

Meeting Type: Annual

Primary Security ID: D48164129

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
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
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
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>					
6.2	Elect Christiane Hoelz to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>					
6.3	Elect Christine Wolff to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of concerns.</i>					
7	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Termination payments made to a former executive are in excess of market standards. * A former executive received guaranteed variable compensation. * The CEO receives a high level of pension contributions in the context of market practice.</i>					
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			

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			
	<i>Voting Policy Rationale: No vote is required.</i>				
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
	<i>Voting Policy Rationale: No vote is required.</i>				
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
	<i>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.</i>				
5.2	Approve Discharge of Eddy Duquenne as Director	Mgmt	For	For	For
	<i>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.</i>				
5.3	Approve Discharge of Philip Ghekiere as Director	Mgmt	For	For	For
	<i>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.</i>				
5.4	Approve Discharge of PGMS NV, Permanently Represented by Philip Ghekiere, as Director	Mgmt	For	For	For
	<i>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.</i>				

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
	<i>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.</i>				
5.6	Approve Discharge of Mavac BV, Permanently Represented by Marleen Vaesen, as Director	Mgmt	For	For	For
	<i>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.</i>				
5.7	Approve Discharge of 4F BV, Permanently Represented by Ignace Van Doorselaere, as Director	Mgmt	For	For	For
	<i>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.</i>				
5.8	Approve Discharge of Marion Debruyne BV, Permanently Represented by Marion Debruyne, as Director	Mgmt	For	For	For
	<i>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.</i>				
5.9	Approve Discharge of Pallanza Invest BV, Permanently Represented by Geert Vanderstappen, as Director	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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.</i>				
7.2	Reelect Marion Debruyne BV, Permanently Represented by Marion Debruyne, as Independent Director	Mgmt	For	Against	Abstain
	<i>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.</i>				
8	Approve Remuneration Report	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted, because: * the company failed in disclosing the performance conditions under STI plan and is lagging disclosure on performance achievement (the company is reporting on 2021 performance instead of 2022 performance) which is not considered market practice; * Kinepolis' chairman receives board fees that are considered excessive as he earns 2.9x the median of BEL20-listed companies.</i>				
9	Approve Remuneration of Directors	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because Kinepolis chairman fees are considered excessive compared to BEL20-listed companies (2.9x higher).</i>				
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

Country: Belgium

Ticker: KIN

Record Date: 04/26/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: B5338M127

Shares Voted: 107,215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Shareholders' Meeting Agenda Authorize Share Repurchases Re: Hedging New Stock Options	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as the proposed authorization are purposed for hedging/financing a 'new stock option plan', but the company has not disclosed any details or conditions of a new stock option plan. In the absence of further disclosure, shareholders are not in a position to assess the terms and conditions of the stock option plan and whether support is warranted for the financing mechanism of this anticipated plan.</i></p>					
2	Authorize Share Repurchases Re: Hedging Stock Options Under New Stock Option Plans	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as the proposed authorization are purposed for hedging/financing a 'new stock option plan', but the company has not disclosed any details or conditions of a new stock option plan. In the absence of further disclosure, shareholders are not in a position to assess the terms and conditions of the stock option plan and whether support is warranted for the financing mechanism of this anticipated plan.</i></p>					
3	Amend Articles Re: Insertion of an Additional Article in the Transitional Provision on Disposing of Own Shares	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted as the proposed the proposals under Items 1 and 2 do not warrant support on the basis of lacking disclosure on the anticipated new stock option plan.</i></p>					
4	Approve Coordination of Articles of Association, Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted as the proposed the proposals under Items 1 and 2 do not warrant support on the basis of lacking disclosure on the anticipated new stock option plan.</i></p>					

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			
<p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p>					
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
<p><i>Voting Policy Rationale: These are routine meeting formalities.</i></p>					

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
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of the backward-looking performance period of the company's LTIP.</i>				
12.1	Elect Muriel Bjorseth Hansen as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee in the past.</i>				
12.2	Elect Karl Mathisen as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee in the past.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted because of a lack of concern regarding the proposed fees.</i>				
14	Approve Remuneration of Members of Nomination Committee	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted because of a lack of concern regarding the proposed fees.</i>				

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Restricted Share Plan	Mgmt	For	For	For
4	Approve Deferred Bonus Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect David Frear as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Elect Sally Johnson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect John Pettigrew as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Andy Ransom as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Richard Solomons as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Cathy Turner as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Re-elect Linda Yueh as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
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
<i>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.</i>					
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>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.</i>					

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
<p><i>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.</i></p>					
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
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning antitrust violations.</i></p>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning antitrust violations.</i></p>					
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

Meeting Date: 05/11/2023

Country: Germany

Ticker: ADS

Record Date: 05/04/2023

Meeting Type: Annual

Primary Security ID: D0066B185

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
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
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
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
3	Re-elect Ian Cockerill as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					

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
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5	Re-elect Sebastien de Montessus as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
6	Re-elect Naguib Sawiris as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
7	Re-elect Srinivasan Venkatakrisnan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
8	Re-elect Tertius Zongo as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
9	Elect Sakhila Mirza as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
10	Elect Patrick Bouisset as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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.

Shares Voted: 35,216

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

Hiscox Ltd.

Meeting Date: 05/11/2023

Country: Bermuda

Ticker: HSX

Record Date: 05/09/2023

Meeting Type: Annual

Primary Security ID: G4593F138

Shares Voted: 116,114

Proposal Number	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 Robert Childs as Director	Mgmt	For	For	For
<p><i>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</i></p>					
6	Elect Paul Cooper as Director	Mgmt	For	For	For
<p><i>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</i></p>					
7	Re-elect Donna DeMaio as Director	Mgmt	For	For	For
<p><i>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</i></p>					
8	Re-elect Michael Goodwin as Director	Mgmt	For	For	For
<p><i>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</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Thomas Huerlimann as Director	Mgmt	For	For	For
<p><i>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</i></p>					
10	Re-elect Hamayou Akbar Hussain as Director	Mgmt	For	For	For
<p><i>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</i></p>					
11	Re-elect Colin Keogh as Director	Mgmt	For	For	For
<p><i>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</i></p>					
12	Re-elect Anne MacDonald as Director	Mgmt	For	For	For
<p><i>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</i></p>					
13	Re-elect Constantinos Miranthis as Director	Mgmt	For	For	For
<p><i>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</i></p>					
14	Re-elect Joanne Musselle as Director	Mgmt	For	For	For
<p><i>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</i></p>					
15	Re-elect Lynn Pike as Director	Mgmt	For	For	For
<p><i>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</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					

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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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
1	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
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
<i>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).</i>					
5	Reelect Bpifrance Participations as Director	Mgmt	For	For	For
<i>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).</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Oscar Hasbun Martinez as Director	Mgmt	For	For	For
<p><i>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).</i></p>					
7	Reelect Hubert Porte as Director	Mgmt	For	For	For
<p><i>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).</i></p>					
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
<p><i>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.</i></p>					
16	Approve Transaction with Invexans SA Re: Tax Reimbursement Distribution Agreement by Brazilian Tax Authorities	Mgmt	For	For	For
<p><i>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.</i></p>					
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
<p><i>Voting Policy Rationale: Votes FOR the authorizations under Items 19, 21-24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>					
20	Authorize Capitalization of Reserves of Up to EUR 14 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Nexans SA

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

Amundi SA

Meeting Date: 05/12/2023

Country: France

Ticker: AMUN

Record Date: 05/10/2023

Meeting Type: Annual/Special

Primary Security ID: F0300Q103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
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
	<i>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.</i>				
8	Approve Compensation of Nicolas Calcoen, Vice-CEO Since April 1, 2022	Mgmt	For	For	For
	<i>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.</i>				
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>				
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>				
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted although the following concerns are raised: * The proposed increase of the CEO's base salary lacks a developed and compelling rationale; * The vesting scale is not disclosed for the entirety of the deferred bonus. * The severance package is not fully subject to performance conditions The main reasons for support are: * The CEO's remuneration does not raise concerns as per ISS benchmark; * The importance of Credit Agricole's performance in the bonus slightly decreases; and * There are no other concerns.</i>				
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted although the following concerns are raised: * The proposed increase of the CEO's base salary lacks a developed and compelling rationale; * The vesting scale is not disclosed for the entirety of the deferred bonus. * The severance package is not fully subject to performance conditions The main reasons for support are: * The CEO's remuneration does not raise concerns as per ISS benchmark; * The importance of Credit Agricole's performance in the bonus slightly decreases; and * There are no other concerns.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Advisory Vote on the Aggregate Remuneration Granted in 2022 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For
14	Ratify Appointment of Philippe Brassac as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 15, 16 and 18). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (41.7 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 14 and 17). * A vote AGAINST the reelection of the non-independent chairman of the audit committee is warranted (item 19).</i>					
15	Ratify Appointment of Nathalie Wright as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 15, 16 and 18). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (41.7 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 14 and 17). * A vote AGAINST the reelection of the non-independent chairman of the audit committee is warranted (item 19).</i>					
16	Reelect Laurence Danon-Arnaud as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 15, 16 and 18). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (41.7 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 14 and 17). * A vote AGAINST the reelection of the non-independent chairman of the audit committee is warranted (item 19).</i>					
17	Reelect Christine Gandon as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 15, 16 and 18). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (41.7 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 14 and 17). * A vote AGAINST the reelection of the non-independent chairman of the audit committee is warranted (item 19).</i>					
18	Reelect Helene Molinari as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 15, 16 and 18). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (41.7 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 14 and 17). * A vote AGAINST the reelection of the non-independent chairman of the audit committee is warranted (item 19).</i>					
19	Reelect Christian Rouchon as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 15, 16 and 18). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (41.7 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 14 and 17). * A vote AGAINST the reelection of the non-independent chairman of the audit committee is warranted (item 19).</i>					
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
<i>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.</i>					

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
<i>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.</i>					
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 Plc

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
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>					
6	Re-elect Stephen Billingham as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>					
7	Re-elect Stuart Doughty as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>					
8	Re-elect Anne Drinkwater as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>					
9	Re-elect Louise Hardy as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>					

Balfour Beatty Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Philip Harrison as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>				
11	Re-elect Michael Lucki as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>				
12	Re-elect Barbara Moorhouse as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>				
13	Re-elect Leo Quinn as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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
1	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Report of the Board of Directors	Mgmt	For	For	For
	<i>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.</i>				
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For
	<i>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.</i>				

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
	<i>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.</i>				
4	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Rick R. Holley	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Deidra C. Merriwether	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Al Monaco	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Nicole W. Piasecki	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Weyerhaeuser Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Lawrence A. Selzer	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Devin W. Stockfish	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Kim Williams	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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
	<i>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.</i>				
1.2	Re-elect Albert Garner as Director	Mgmt	For	For	For
	<i>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.</i>				
1.3	Re-elect Rhidwaan Gasant as Director	Mgmt	For	For	For
	<i>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.</i>				
2	Elect Gillian Doran as Director	Mgmt	For	For	For
	<i>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.</i>				
3.1	Re-elect Alan Ferguson as Member of the Audit and Risk Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>				
3.2	Elect Albert Garner as Member of the Audit and Risk Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>				
3.3	Re-elect Rhidwaan Gasant as Member of the Audit and Risk Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>				

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
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>					
3.5	Re-elect Jochen Tilk as Member of the Audit and Risk Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>					
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
<i>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.</i>					
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
1.1	Meeting for ADR Holders	Mgmt			
1.1	Re-elect Alan Ferguson as Director	Mgmt	For	For	For
<i>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.</i>					
1.2	Re-elect Albert Garner as Director	Mgmt	For	For	For
<i>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.</i>					

AngloGold Ashanti Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Re-elect Rhidwaan Gasant as Director	Mgmt	For	For	For
	<i>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.</i>				
2	Elect Gillian Doran as Director	Mgmt	For	For	For
	<i>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.</i>				
3.1	Re-elect Alan Ferguson as Member of the Audit and Risk Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>				
3.2	Elect Albert Garner as Member of the Audit and Risk Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>				
3.3	Re-elect Rhidwaan Gasant as Member of the Audit and Risk Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>				
3.4	Elect Scott Lawson as Member of the Audit and Risk Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>				
3.5	Re-elect Jochen Tilk as Member of the Audit and Risk Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>				
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
	<i>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.</i>				
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

ASM International NV

Meeting Date: 05/15/2023

Country: Netherlands

Ticker: ASM

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: N07045201

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
<i>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.</i>					
7	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>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.</i>					
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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report and Summary	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
2	Approve Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
3	Approve Financial Budget	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure.</i>				
4	Approve Report of the Board of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
5	Approve Report of the Independent Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
6	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
10	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
11	Amend Working System for Independent Directors	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
12	Amend Raised Funds Management System	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
13	Amend Information Disclosure Affairs Management System	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
14	Amend Investor Relations Management System	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				

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
<i>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.</i>					
3	Accept Audit Report	Mgmt	For	For	For
<i>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.</i>					
4	Accept Financial Statements	Mgmt	For	For	For
<i>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.</i>					
5	Approve Discharge of Board	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
<i>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.</i>					
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

Shares Voted: 9,523

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
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
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
	<i>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).</i>				
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For	For
	<i>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).</i>				
8	Reelect Monique Cohen as Director	Mgmt	For	For	For
	<i>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).</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Reelect Daniela Schwarzer as Director	Mgmt	For	For	For
	<i>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).</i>				
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 Bonnafé, CEO	Mgmt	For	For	For
	<i>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.</i>				
16	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For	For
	<i>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.</i>				
17	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For
	<i>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.</i>				
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 Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

CTS Eventim AG & Co. KGaA

Meeting Date: 05/16/2023

Country: Germany

Ticker: EVD

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: D1648T108

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
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the personally liable partner or the supervisory board did not fulfill their fiduciary duties in the year under review.</i>					
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the personally liable partner or the supervisory board did not fulfill their fiduciary duties in the year under review.</i>					
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
<i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted because they are considered non-contentious.</i>					
9	Amend Articles Re: Electronic Communication; Absentee Vote	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted because they are considered non-contentious.</i>					
10	Approve Remuneration Report	Mgmt	For	Against	Against
<i>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).</i>					

Dassault Aviation SA

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

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
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
	<i>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.</i>				
6	Approve Compensation of Loik Segalen, Vice-CEO	Mgmt	For	Against	Against
	<i>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.</i>				
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The company 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).</i>				
9	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
	<i>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).</i>				
10	Reelect Lucia Sinapi-Thomas as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific 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.</i>				

Dassault Aviation SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect Charles Edelstenne as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 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.</i>				
12	Reelect Thierry Dassault as Director	Mgmt	For	Against	For
	<i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific 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.</i>				
13	Reelect Eric Trappier as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 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.</i>				
14	Approve Transaction with GIMD Re: Land Acquisition	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the share repurchase program can be continued during a takeover bid.</i>				
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

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			
	<i>Voting Policy Rationale: No vote is required.</i>				
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
	<i>Voting Policy Rationale: No vote is required.</i>				

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
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The policy allows for one-off cash for special performances, without any cap; * The disclosure of the metrics, weights and targets under both the LTIP and STIP is insufficient; * There are no vesting or holding requirements under the LTIP; * There is no cap on the variable remuneration; * The derogation clause of the policy is too broadly formulated and of too general in nature. * Lack of responsiveness to shareholder dissent.</i>					
5	Approve Remuneration Report	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST is warranted, because of: * The overall poor and insufficient disclosure under the STIP and the LTIP; * The lack of rationale for the 24.5 percent increase of the CEO's base salary; * Lack of responsiveness to shareholder dissent.</i>					
6	Receive Directors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt			
<i>Voting Policy Rationale: No vote is required.</i>					
7	Receive Auditors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt			
<i>Voting Policy Rationale: No vote is required.</i>					
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
<i>Voting Policy Rationale: A vote AGAINST these elections is warranted because: * The nominees are elected for a period exceeding four years.</i>					
12	Reelect Roberte Kesteman as Independent Director and Approve Her Remuneration	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST these elections is warranted because: * The nominees are elected for a period exceeding four years.</i>					
13	Reelect Dominique Offergeld as Director and Approve Remuneration	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST these elections is warranted because: * The nominees are elected for a period exceeding four years.</i>					
14	Elect Eddy Vermoesen as Director and Approve Remuneration	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST these elections is warranted because: * The nominees are elected for a period exceeding four years.</i>					
15	Elect Bernard Thiry as Director and Approve Remuneration	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST these elections is warranted because: * The nominees are elected for a period exceeding four years.</i>					
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			
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
2	Elect Chairman of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
4	Approve Agenda of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
7	Receive CEO's Report	Mgmt			
	<i>Voting Policy Rationale: These are non-voting items.</i>				
8	Receive Financial Statements and Statutory Reports	Mgmt			
	<i>Voting Policy Rationale: These are non-voting items.</i>				
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
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because candidate Helene Willberg is overboarded.</i>					
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
<i>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.</i>					
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
<i>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.</i>					
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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
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

Shares Voted: 20,940

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 0.31 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
5	Approve Remuneration Report	Mgmt	For	For	For
6	Reelect Kim Schindelbauer to the Supervisory Board	Mgmt	For	For	For

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

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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
2	Approve Annual Report	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
3	Approve Financial Statements and Financial Budget Plan	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
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
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
11	Approve Remuneration Measures for Chairman and Vice Chairman	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
12	Approve Report of the Board of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					

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
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
14	Approve Remuneration Measures for Chairman of the Board of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
15	Approve Performance Evaluation Report of the Board of Directors and Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
16	Approve Duty Performance Evaluation Report of the Board of Supervisors and Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
17	Approve Performance Evaluation Report of the Senior Management and Senior Management Members	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
18	Approve Capital Management Performance Evaluation Report	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					

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
<i>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.</i>					

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
	<p><i>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.</i></p>				
4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	Against	For
	<p><i>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.</i></p>				
4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
	<p><i>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.</i></p>				
4.1.5	Re-elect Olusola David-Borha as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
4.1.6	Re-elect William Douglas III as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
4.1.7	Re-elect Anastasios Leventis as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.8	Re-elect Christodoulos Leventis as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
4.1.9	Re-elect Alexandra Papalexopoulou as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
4.1.A	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
<p><i>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.</i></p>					
4.1.B	Re-elect Henrique Braun as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
4.2.1	Elect George Leventis as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
4.2.2	Elect Evguenia Stoitchkova as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
5	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For	For
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For

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
<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The increase to the CEO's FY2023 PSP award from 330% to 450% of base salary, utilising the limit available under the remuneration policy for 'exceptional' circumstances, is not considered justified.</i>					
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Swiss Remuneration Report	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The increase to the CEO's FY2023 PSP award from 330% to 450% of base salary, utilising the limit available under the remuneration policy for 'exceptional' circumstances, is not considered justified.</i>					
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
12	Transact Other Business (Voting)	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * Shareholders do not know in advance what business may be considered.</i>					

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
<i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>					
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
<p><i>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, in particular regarding ex-post target achievements, as well as additional remuneration elements. * There is significant ambiguity with regard to termination provisions. * Several discretionary payments were made in the past year. * There appears to be a misalignment between performance-linked remuneration and the company's actual performance.</i></p>					
7	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>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.</i></p>					
8.1	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	Against
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
9	Elect Reinhard Lyhs to the Supervisory Board	Mgmt	For	For	For

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 Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	<i>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.</i>				
9	Reelect Olivier Rigaud to Management Board	Mgmt	For	For	For
10	Reelect Mathieu Vrijzen to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR Mathieu Vrijzen and Mary (Liz) Doherty 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</i>				
11	Reelect Liz Doherty to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR Mathieu Vrijzen and Mary (Liz) Doherty 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</i>				
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
13	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 12	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
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
	<i>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).</i>				
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
	<i>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.</i>				
1.2	Elect Director Rahman D'Argenio	Mgmt	For	Withhold	For
	<i>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.</i>				
1.3	Elect Director Michael C. Morgan	Mgmt	For	Withhold	For
	<i>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.</i>				
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
3a	Elect Jacobus Petrus (Koos) Bekker as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
3b	Elect Zhang Xiulan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
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
<p><i>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.</i></p>					
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Adopt 2023 Share Option Scheme	Mgmt	For	Against	Against
<p><i>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.</i></p>					
1b	Approve Transfer of Share Options	Mgmt	For	Against	Against
<p><i>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.</i></p>					
1c	Approve Termination of the Existing Share Option Scheme	Mgmt	For	Against	Against
<p><i>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.</i></p>					
2	Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Mgmt	For	Against	Against
<p><i>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.</i></p>					

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
	<p><i>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.</i></p>				
4a	Adopt 2023 Share Award Scheme	Mgmt	For	Against	Against
	<p><i>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.</i></p>				
4b	Approve Transfer of Share Awards	Mgmt	For	Against	Against
	<p><i>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.</i></p>				
4c	Approve Termination of the Existing Share Award Schemes	Mgmt	For	Against	Against
	<p><i>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.</i></p>				
5	Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Mgmt	For	Against	Against
	<p><i>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.</i></p>				
6	Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Mgmt	For	Against	Against
	<p><i>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.</i></p>				
7	Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Mgmt	For	Against	Against
	<p><i>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.</i></p>				

Zhejiang Supcon Technology Co., Ltd.

Meeting Date: 05/17/2023

Country: China

Ticker: 688777

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: Y989TE105

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
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
3	Approve Report of the Independent Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
4	Approve Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
5	Approve Annual Report and Summary	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
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
	<i>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.</i>				
10	Approve Bill Pool Business	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details for shareholder to effectively assess the associated risks.</i>				

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

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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
3	Approve Report of the Independent Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
4	Approve Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
5	Approve Annual Report and Summary	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
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
<i>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.</i>					
10	Approve Bill Pool Business	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details for shareholder to effectively assess the associated risks.</i>					

Shares Voted: 569,972

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for GDR Holders	Mgmt			
1	Approve Report of the Board of Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
3	Approve Report of the Independent Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
4	Approve Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
5	Approve Annual Report and Summary	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
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
<p><i>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.</i></p>					
10	Approve Bill Pool Business	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details for shareholder to effectively assess the associated risks.</i></p>					

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
<p><i>Voting Policy Rationale: A vote FOR the re-election of Trine Borum Bojsen, William Tudor Brown, 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.</i></p>					
5	Re-elect William Brown as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the re-election of Trine Borum Bojsen, William Tudor Brown, 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.</i></p>					
6	Re-elect Philip Caldwell as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the re-election of Trine Borum Bojsen, William Tudor Brown, 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.</i></p>					
7	Re-elect Warren Finegold as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the re-election of Trine Borum Bojsen, William Tudor Brown, 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.</i></p>					
8	Re-elect Uwe Glock as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the re-election of Trine Borum Bojsen, William Tudor Brown, 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.</i></p>					

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
	<i>Voting Policy Rationale: A vote FOR the re-election of Trine Borum Bojsen, William Tudor Brown, 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.</i>				
10	Re-elect Aidan Hughes as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election of Trine Borum Bojsen, William Tudor Brown, 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.</i>				
11	Re-elect Dame Julia King as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election of Trine Borum Bojsen, William Tudor Brown, 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.</i>				
12	Re-elect Eric Lakin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election of Trine Borum Bojsen, William Tudor Brown, 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.</i>				
13	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				

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
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
4	Approve Business Policy and Investment Plan	Mgmt	For	For	For
5	Approve Financial Statements and Financial Budget Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
6	Approve Profit Distribution	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS	Mgmt			
7.1	Elect Pan Gang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.2	Elect Zhao Chengxia as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.3	Elect Wang Xiaogang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.4	Elect Chao Lu as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.5	Elect Lyu Gang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT INDEPENDENT DIRECTORS	Mgmt			
7.6	Elect Peng Heping as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.7	Elect Ji Shao as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.8	Elect Cai Yuanming as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.9	Elect Shi Fang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT SUPERVISORS	Mgmt			

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
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
8.2	Elect Zhang Xinling as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
9	Approve Allowance of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
10	Approve Allowance of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
11	Approve Report of the Independent Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
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
	<i>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.</i>				
15	Approve Provision of Guarantee for Hohhot Yixing Dairy Investment Management Co., Ltd.	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to its subsidiary is disproportionate to the level of ownership in the said subsidiary. The company has failed to provide any justifications in the meeting circular.</i>				
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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Alan Campbell	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Susan K. Carter	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Thomas L. Deitrich	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Hassane El-Khoury	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Bruce E. Kiddoo	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Paul A. Mascarenas	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gregory Waters	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Christine Y. Yan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				

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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
3	Approve Report of the Independent Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
4	Approve Remuneration of Directors and Supervisors	Mgmt	For	For	For
5	Approve Financial Statements and Financial Budget Report	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
6	Approve Profit Distribution	Mgmt	For	For	For
7	Approve Annual Report and Summary	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
8	Approve Authorization of Chairman to Use Own Funds for Investment in Financial Products	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>					
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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
3	Approve Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
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
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
6	Approve Sustainability Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
10.2	Elect Xu Hang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
10.3	Elect Cheng Minghe as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
10.4	Elect Wu Hao as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
10.5	Elect Guo Yanmei as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
11.1	Elect Liang Huming as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
11.2	Elect Zhou Xianyi as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
11.3	Elect Hu Shanrong as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
11.4	Elect Gao Shengping as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
11.5	Elect Xu Jing as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
12.2	Elect Ji Qiang as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Miriam Greenwood, Graeme Bissett, Jamie Richards, Ruth Leak, Tim Mortlock and Gail Blain is warranted because no significant concerns have been identified.</i>				
3	Re-elect Graeme Bissett as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Miriam Greenwood, Graeme Bissett, Jamie Richards, Ruth Leak, Tim Mortlock and Gail Blain is warranted because no significant concerns have been identified.</i>				
4	Re-elect Jamie Richards as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Miriam Greenwood, Graeme Bissett, Jamie Richards, Ruth Leak, Tim Mortlock and Gail Blain is warranted because no significant concerns have been identified.</i>				
5	Re-elect Ruth Leak as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Miriam Greenwood, Graeme Bissett, Jamie Richards, Ruth Leak, Tim Mortlock and Gail Blain is warranted because no significant concerns have been identified.</i>				
6	Re-elect Timothy Mortlock as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Miriam Greenwood, Graeme Bissett, Jamie Richards, Ruth Leak, Tim Mortlock and Gail Blain is warranted because no significant concerns have been identified.</i>				
7	Elect Gail Blain as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Miriam Greenwood, Graeme Bissett, Jamie Richards, Ruth Leak, Tim Mortlock and Gail Blain is warranted because no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * Material concerns have been identified in respect of the vesting of the 2020 LTIP award, which is judged to have significantly benefitted from 'windfall gains'. The share price used to determine the grant value was briefly impacted by the material uncertainty brought about the COVID-19 pandemic, leading to an increased number of shares being granted to cover the award. However, no amendment to the award at grant or vesting has been made and the Company's explanation is not considered to be sufficiently compelling.</i>				
5	Re-elect Andrew Croft as Director	Mgmt	For	For	For
	<i>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.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Craig Gentle as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
7	Re-elect Emma Griffin as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
8	Re-elect Rosemary Hilary as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
9	Re-elect Lesley-Ann Nash as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
10	Re-elect Paul Manduca as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
11	Re-elect John Hitchins as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
12	Elect Dominic Burke as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				

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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5	Re-elect Richard Smith as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Re-elect Joe Lister as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Ross Paterson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Ilaria del Beato as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Dame Shirley Pearce as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					

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
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
11	Re-elect Sir Steve Smith as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
12	Elect Nicola Dulieu as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
2	Approve Report of the Board of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
4	Approve Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				

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
<i>Voting Policy Rationale: A vote AGAINST is warranted because of the following: * The proposed borrowing is considered excessive and may add to the company's financial burden, which is deemed not in the best interests of shareholders. * There is lack of disclosure on the pertinent details about the bill pool for shareholder to effectively assess the associated risks.</i>					
8	Approve Use of Raised Funds and Own Funds for Cash Management	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>					
9	Approve Shareholder Dividend Return Plan	Mgmt	For	For	For
10	Amend External Investment Management Measures	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>					
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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
3	Approve Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
4	Approve Profit Distribution	Mgmt	For	For	For
5	Approve Annual Report and Summary	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
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.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Issuing of Letter of Guarantee	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this loan guarantee request.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.</i>				
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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
15.2	Elect Gu Yilei as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
15.3	Elect Zhao Wei as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
15.4	Elect Zhang Xucheng as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
15.5	Elect Wu Jiamao as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
16.1	Elect Gu Guang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
16.2	Elect Li Mingfa as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
16.3	Elect Zhang Lei as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				

Tongda Hong Tai Holdings Limited

Meeting Date: 05/19/2023

Country: Cayman Islands

Ticker: 2363

Record Date: 05/15/2023

Meeting Type: Annual

Primary Security ID: G8919C109

Shares Voted: 1

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
<i>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.</i>					
2b	Elect Lee King On Jeff as Director	Mgmt	For	For	For
<i>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.</i>					
2c	Elect Wang Ming Zhi as Director	Mgmt	For	For	For
<i>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.</i>					
2d	Elect Chan Shiu Man as Director	Mgmt	For	For	For
<i>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.</i>					
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
<i>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.</i>					
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<i>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.</i>					
6	Approve Amendments to the Existing Articles of Association and Adopt the Second Amended and Restated Articles of Association	Mgmt	For	For	For

Anjoy Foods Group Co., Ltd.

Meeting Date: 05/22/2023

Country: China

Ticker: 603345

Record Date: 05/15/2023

Meeting Type: Annual

Primary Security ID: Y265F3109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report and Summary	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
2	Approve Report of the Board of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
4	Approve Report of the Independent Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
5	Approve Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>				
8	Approve Credit Line Application and Guarantee	Mgmt	For	Against	Against
	<i>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.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
13	Approve Environmental, Social and Governance (ESG) Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
14.1	Elect Liu Mingming as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
14.2	Elect Zhang Gaolu as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				

Anjoy Foods Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.3	Elect Zhang Qingmiao as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
14.4	Elect Bian Yongzhuang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
14.5	Elect Zheng Yanan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
14.6	Elect Dai Fan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
15.1	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
15.1	Elect Zhang Mei as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
15.2	Elect Zhao Bei as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
15.3	Elect Zhang Yueping as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
16.1	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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				
3	Elect William Yip Shue Lam as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				

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
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
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
<i>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.</i>					
7.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<i>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.</i>					
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
<i>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).</i>					
9	Approve Service Provider Sub-limit	Mgmt	For	Against	Against
<i>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).</i>					
10	Approve Suspension of 2021 Share Award Scheme and Termination of 2021 Share Option Scheme	Mgmt	For	For	For
<i>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).</i>					

Grupo Aeroportuario del Pacifico SAB de CV

Meeting Date: 05/22/2023

Country: Mexico

Ticker: GAPB

Record Date: 05/09/2023

Meeting Type: Ordinary Shareholders

Primary Security ID: P4959P100

Shares Voted: 16,000

Proposal Number	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
	<i>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.</i>				
2.b	Ratify Angel Losada Moreno as Director	Mgmt	For	For	For
	<i>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.</i>				
2.c	Ratify Joaquin Vargas Guajardo as Director	Mgmt	For	For	For
	<i>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.</i>				
2.d	Ratify Juan Diez-Canedo Ruiz as Director	Mgmt	For	For	For
	<i>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.</i>				
2.e	Ratify Luis Tellez Kuenzler as Director	Mgmt	For	For	For
	<i>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.</i>				
2.f	Ratify Alejandra Palacios Prieto as Director	Mgmt	For	For	For
	<i>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.</i>				
2.g	Elect Alejandra Yazmin Soto Ayech as Director	Mgmt	For	For	For
	<i>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.</i>				
3.a	Elect Luis Tellez Kuenzler as Director of Series B Shareholders and Member of Nominations and Compensation Committee	Mgmt	For	For	For
	<i>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.</i>				
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Meeting Date: 05/23/2023

Country: United Kingdom

Ticker: SHEL

Record Date: 05/19/2023

Meeting Type: Annual

Primary Security ID: G80827101

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
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
5	Elect Cyrus Taraporevala as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
6	Elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
7	Elect Leena Srivastava as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
8	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
9	Re-elect Dick Boer as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
10	Re-elect Neil Carson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
11	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
12	Re-elect Jane Lute as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
13	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
14	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
15	Re-elect Abraham Schot as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There remains only limited ex-post disclosure under the STI compared to market practice, particularly regarding individual and sustainability targets. * Discretionary adjustments were made to the STI in the year under review, and the company has not provided compelling disclosure, particularly regarding the actual adjustments made. * Payouts were made under the Monetary Unit Plan, which was not subject to performance conditions. * One executive received a significant base salary increase for which no explanation was provided.</i></p>				
7.1	Elect Heloise Temple-Boyer to the Supervisory Board	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Heloise Temple-Boyer, Jean-Marc Duplaix, and Thore Ohlsson, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Thore Ohlsson is further warranted because he is non-independent and currently the chair of the audit committee. A vote AGAINST the non-independent nominee, Heloise Temple-Boyer, is further warranted because the company has failed to establish a sufficiently independent audit committee. However, a vote FOR the independent nominee Fiona May is warranted because her presence helps to increase the independence of the board.</i></p>				
7.2	Elect Thore Ohlsson to the Supervisory Board	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Heloise Temple-Boyer, Jean-Marc Duplaix, and Thore Ohlsson, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Thore Ohlsson is further warranted because he is non-independent and currently the chair of the audit committee. A vote AGAINST the non-independent nominee, Heloise Temple-Boyer, is further warranted because the company has failed to establish a sufficiently independent audit committee. However, a vote FOR the independent nominee Fiona May is warranted because her presence helps to increase the independence of the board.</i></p>				
7.3	Elect Jean-Marc Duplaix to the Supervisory Board	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Heloise Temple-Boyer, Jean-Marc Duplaix, and Thore Ohlsson, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Thore Ohlsson is further warranted because he is non-independent and currently the chair of the audit committee. A vote AGAINST the non-independent nominee, Heloise Temple-Boyer, is further warranted because the company has failed to establish a sufficiently independent audit committee. However, a vote FOR the independent nominee Fiona May is warranted because her presence helps to increase the independence of the board.</i></p>				
7.4	Elect Fiona May to the Supervisory Board	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Heloise Temple-Boyer, Jean-Marc Duplaix, and Thore Ohlsson, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Thore Ohlsson is further warranted because he is non-independent and currently the chair of the audit committee. A vote AGAINST the non-independent nominee, Heloise Temple-Boyer, is further warranted because the company has failed to establish a sufficiently independent audit committee. However, a vote FOR the independent nominee Fiona May is warranted because her presence helps to increase the independence of the board.</i></p>				
7.5	Elect Martin Koepfel as Employee Representative to the Supervisory Board	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted because employee representatives will continue to be selected by company employees, and their nominations are binding at an AGM, meaning that these votes are a formality only.</i></p>				
7.6	Elect Bernd Illig as Employee Representative to the Supervisory Board	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted because employee representatives will continue to be selected by company employees, and their nominations are binding at an AGM, meaning that these votes are a formality only.</i></p>				
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For

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
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
3b	Elect Wang Wenjian as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
3c	Elect Shao Yang Dong as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
3d	Elect Jia Lina as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
3e	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
<i>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.</i>					
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<i>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.</i>					

Meeting Date: 05/24/2023

Country: Germany

Ticker: TMV

Record Date: 05/02/2023

Meeting Type: Annual

Primary Security ID: D8T895100

Shares Voted: 464,654

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 Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4	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
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Increase in Size of Board to Eight Members	Mgmt	For	For	For
7.1	Elect Abraham Peled to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns. Note that the election of Swantje Conrad (Item 7.6) and Christina Stercken (Item 7.7) are subject to the approval of Item 6.</i>					
7.2	Elect Axel Salzmann to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns. Note that the election of Swantje Conrad (Item 7.6) and Christina Stercken (Item 7.7) are subject to the approval of Item 6.</i>					
7.3	Elect Joerg Rockenhaeuser to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns. Note that the election of Swantje Conrad (Item 7.6) and Christina Stercken (Item 7.7) are subject to the approval of Item 6.</i>					
7.4	Elect Stefan Dziarski to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns. Note that the election of Swantje Conrad (Item 7.6) and Christina Stercken (Item 7.7) are subject to the approval of Item 6.</i>					
7.5	Elect Ralf Dieter to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns. Note that the election of Swantje Conrad (Item 7.6) and Christina Stercken (Item 7.7) are subject to the approval of Item 6.</i>					
7.6	Elect Swantje Conrad to the Supervisory Board, if Item 6 is Accepted	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns. Note that the election of Swantje Conrad (Item 7.6) and Christina Stercken (Item 7.7) are subject to the approval of Item 6.</i>					

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
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns. Note that the election of Swantje Conrad (Item 7.6) and Christina Stercken (Item 7.7) are subject to the approval of Item 6.</i></p>					
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
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
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
<p><i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i></p>					

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
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>				
6	Approve Remuneration Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * A EUR 500,000 sign-on bonus was awarded to incoming CFO Dembeck without an accompanying compelling justification for this award. * The remuneration report does not contain compelling responsiveness to the 2022 AGM voting result. Although the remuneration report was approved, 39.7 percent of the votes cast were not in favor and the board has not explained in a compelling way how it has taken feedback into account, thus failing to be responsive to shareholder sentiment. * The 2018 and 2019 LTI plans partially vested in 2022 but without adequate disclosure on the performance outcomes under the applicable performance criteria (CAGR).</i>				
7.1	Elect Kelly Bennett to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns.</i>				
7.2	Elect Jennifer Hyman to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns.</i>				
7.3	Elect Niklas Oestberg to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns.</i>				
7.4	Elect Anders Povlsen to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns.</i>				
7.5	Elect Mariella Roehm-Kottmann to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns.</i>				
7.6	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns.</i>				
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
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Erik Akopiantz and James (Jaimie) Hutter for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for Erik Akopiantz for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for incumbent director nominees Erik Akopiantz and James (Jaimie) Hutter for lack of racial or ethnic diversity on the board and given the board's failure to remove, or subject to a sunset requirement, the classified board and pop-up supermajority vote requirements, each of which adversely impacts shareholder rights.</i>				
1b	Elect Director James "Jaimie" Hutter	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Erik Akopiantz and James (Jaimie) Hutter for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for Erik Akopiantz for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for incumbent director nominees Erik Akopiantz and James (Jaimie) Hutter for lack of racial or ethnic diversity on the board and given the board's failure to remove, or subject to a sunset requirement, the classified board and pop-up supermajority vote requirements, each of which adversely impacts shareholder rights.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and the board which will decide on the company's response to any shareholder litigation has a poor track record on corporate governance.</i>				

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
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
3	Approve Report of the Independent Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
4	Approve Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
5	Approve Annual Report and Summary	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				

Ming Yang Smart Energy Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Profit Distribution	Mgmt	For	For	For
7	Approve Remuneration of Non-independent Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
8	Approve Remuneration of Independent Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
9	Approve Remuneration of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
10	Approve Related Party Transaction	Mgmt	For	For	For
11	Approve External Guarantee	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this loan guarantee request.</i>					
12	Approve Application of Credit Line	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed borrowing is considered excessive and may add to the company's financial burden, which is deemed not in the best interests of shareholders.</i>					
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
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5	Elect Claudia Dyckerhoff as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Elect Anil Wadhvani as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Shriti Vadera as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Jeremy Anderson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					

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
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
10	Re-elect David Law as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
11	Re-elect Ming Lu as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
12	Re-elect George Sartorel as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
13	Re-elect Jeanette Wong as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
14	Re-elect Amy Yip as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
25	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
26	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Re-elect Kalidas Madhavpeddi as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
4	Re-elect Gary Nagle as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
5	Re-elect Peter Coates as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
6	Re-elect Martin Gilbert as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
7	Re-elect Gill Marcus as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
8	Re-elect Cynthia Carroll as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
9	Re-elect David Wormsley as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
10	Elect Liz Hewitt as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A Vote AGAINST this proposal is warranted because: * As in 2022, questions persist as to whether the Company's targets are aligned with the Paris Agreement. * The achievement of the Company's aims appears dependent on actions taken after 2035, whereas experts emphasize the importance of taking action in this decade. * Concerns remain on the Company's advocacy and lobbying activities. * Despite record profits, of which 53% derived from coal, the investment in the transition in 2022 has not significantly increased. Therefore, although considerable improvements in disclosure are acknowledged, support is not recommended.</i>				
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			

Glencore Plc

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
<p><i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted. The proposal seeks clarification and information in the next climate report that the Company will present, which is due in 2024. The points on which the shareholder seeks clarification are legitimate, and reflect deficiencies identified in the analysis of the framework of the transition plan, on previous occasions. There is no obvious disadvantage to shareholders' interests in the acceptance of this proposal. The advantage is greater clarity on issues, that, in our view, would benefit from such clarity.</i></p>					

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
<p><i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i></p>					
2	Approve Profit Distribution and Capitalization of Capital Reserves	Mgmt	For	For	For
3	Approve Report of the Independent Directors	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i></p>					
4	Approve Report of the Board of Directors	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i></p>					
5	Approve Report of the Board of Supervisors	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST is warranted since: * The proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks. * There are inherent risks associated with the financial services to be provided under this proposal.</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i></p>					

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
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
13	Amend Administrative Measures for Decision-Making of Related Party Transactions	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
14	Approve Annual Report and Summary	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
	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
	<i>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.</i>				
2	Approve Co-Ownership Plan 2	Mgmt	For	For	Against
	<i>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.</i>				
3	Approve Scheme Mandate Pursuant to the Co-Ownership Plan 2	Mgmt	For	For	Against
	<i>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.</i>				
4	Approve Service Provider Sublimit Pursuant to the Co-Ownership Plan 2	Mgmt	For	For	Against
	<i>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.</i>				
5	Approve New Share Option Scheme, Terminate Share Option Scheme Adopted on 19 February 2016 and Related Transactions	Mgmt	For	Against	Against
	<i>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.</i>				

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
<i>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.</i>					

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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
2	Approve Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
3	Approve Report of the Board of Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
4	Approve Report of the Board of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
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

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

China Petroleum & Chemical Corp.

Meeting Date: 05/30/2023

Country: China

Ticker: 386

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: Y15010104

Shares Voted: 3,820,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF H SHARES Approve Report of the Board of Directors of Sinopec Corp.	Mgmt	For	Against	Against
	<i>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).</i>				
2	Approve Report of the Board of Supervisors of Sinopec Corp.	Mgmt	For	For	For
	<i>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.</i>				
3	Approve Audited Financial Reports	Mgmt	For	For	For
	<i>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.</i>				
4	Approve Profit Distribution Plan of Sinopec Corp.	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposed distribution of dividends would provide an opportunity for shareholders to realize their investments in the company.</i>				
5	Approve Interim Profit Distribution Plan of Sinopec Corp.	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposed distribution of dividends would provide an opportunity for shareholders to realize their investments in the company.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the limited disclosure regarding the proposed issuance of debt financing instruments.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The 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.</i>				

China Petroleum & Chemical Corp.

Proposal Number	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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					
13.02	Approve Manner and Timing of Issuance	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					
13.03	Approve Subscriber and Manner of Subscription	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					
13.04	Approve Pricing Benchmark Date, Issue Price and Pricing Principles	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					
13.05	Approve Number of Shares to be Issued	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					
13.06	Approve Lock-up Period	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					

China Petroleum & Chemical Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.07	Approve Amount and Use of Proceeds	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>				
13.08	Approve Place of Listing	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>				
13.09	Approve Arrangement of Accumulated Undistributed Profits	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>				
13.10	Approve Validity Period	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>				
14	Approve Proposed Issuance of A Shares	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>				
15	Approve Demonstration and Analysis Report on the Plan of the Proposed Issuance of A Shares	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>				
16	Approve Connected Transaction Involved in Proposed Issuance of A Shares	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>				
17	Approve Conditional Subscription Agreement	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>				

China Petroleum & Chemical Corp.

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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					
20	Approve Dividend Distribution and Return Plan for Shareholders for the Next Three Years (2023-2025)	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					
21	Authorize Board to Handle All Matters in Relation to the Proposed Issuance of A Shares	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					
22	Authorize Board to Amend Articles of Association in Accordance with the Situation of the Proposed Issuance of A Shares	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the following: * The proposed issuance of A shares would support the company's business development in relation to clean energy and high value-added materials. * The issue price is reasonable as it is equal to the 20-day average trading price of the company's A shares preceding the Pricing Benchmark Date, and the valuation of the company's shares based on the issue price is in line with the valuation of its industry peers. * The private placement of A shares will not excessively dilute existing shareholders.</i></p>					

China Petroleum & Chemical Corp.

Meeting Date: 05/30/2023

Country: China

Ticker: 386

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 SHARES	Mgmt			

China Petroleum & Chemical Corp.

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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Roberto Giorgi	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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
	<i>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.</i>				
2	Approve Conversion of Ordinary Shares of No Par Value to Ordinary Shares of 0.03 USD Each	Mgmt	For	Against	For
	<i>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.</i>				
3	Adopt New Articles of Association	Mgmt	For	Against	For
	<i>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.</i>				

Meeting Date: 05/31/2023

Country: Netherlands

Ticker: ASRNL

Record Date: 05/03/2023

Meeting Type: Annual

Primary Security ID: N0709G103

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			
<i>Voting Policy Rationale: No vote is required for this item.</i>					
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
<i>Voting Policy Rationale: No vote is required for this item.</i>					
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
<i>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.</i>					
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>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.</i>					
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
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
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
9.b	Reelect Gerard Van Olphen to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
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, Balcão

Meeting Date: 06/01/2023

Country: Brazil

Ticker: B3SA3

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: P1909G107

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
<p><i>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).</i></p>					
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
<p><i>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).</i></p>					
5.1	Percentage of Votes to Be Assigned - Elect Ana Dolores Moura Carneiro de Novaes as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					

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
<p><i>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).</i></p>					
5.3	Percentage of Votes to Be Assigned - Elect Caio Ibrahim David as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
5.4	Percentage of Votes to Be Assigned - Elect Claudia de Souza Ferris as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
5.5	Percentage of Votes to Be Assigned - Elect Claudia Farkouh Prado as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
5.6	Percentage of Votes to Be Assigned - Elect Cristina Anne Betts as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					

B3 SA-Brasil, Bolsa, Balcão

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
<p><i>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).</i></p>					
5.8	Percentage of Votes to Be Assigned - Elect Guilherme Affonso Ferreira as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
5.9	Percentage of Votes to Be Assigned - Elect Mauricio Machado de Minas as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
5.10	Percentage of Votes to Be Assigned - Elect Pedro Paulo Giubbina Lorenzini as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					
5.11	Percentage of Votes to Be Assigned - Elect Rodrigo Guedes Xavier as Independent Director	Mgmt	None	For	For
<p><i>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).</i></p>					

Samsonite International S.A.

Meeting Date: 06/01/2023

Country: Luxembourg

Ticker: 1910

Record Date: 05/25/2023

Meeting Type: Annual

Primary Security ID: L80308106

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
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
3.2	Elect Tom Korbas as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
3.3	Elect Ying Yeh as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
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
<i>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.</i>					
5	Approve KPMG LLP as External Auditor and Authorize Board Fix Their Remuneration	Mgmt	For	For	For
<i>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.</i>					
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
<i>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.</i>					

Samsonite International S.A.

Meeting Date: 06/01/2023

Country: Luxembourg

Ticker: 1910

Record Date: 05/25/2023

Meeting Type: Extraordinary
Shareholders

Primary Security ID: L80308106

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
	<i>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.</i>				
2	Approve Modification of 13.2 of the Articles of Incorporation	Mgmt	For	For	For
	<i>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.</i>				
3	Approve Modification of 13.18 of the Articles of Incorporation	Mgmt	For	For	For
	<i>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.</i>				
4	Approve Adoption of the New Numbering of the Articles	Mgmt	For	For	For
	<i>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.</i>				

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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tal Payne	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No specific concerns have been identified at the Company.</i>					
2	Reappoint PricewaterhouseCoopers Inc. as Auditors with John Bennett as the Designated Auditor	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No specific concerns have been identified at the Company.</i>					
3.1	Re-elect Alex Darko as Director	Mgmt	For	For	For
<i>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.</i>					
3.2	Re-elect Francis Okomo-Okello as Director	Mgmt	For	For	For
<i>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.</i>					
3.3	Re-elect Jason Quinn as Director	Mgmt	For	For	For
<i>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.</i>					
3.4	Re-elect Nonhlanhla Mjoli-Mncube as Director	Mgmt	For	For	For
<i>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.</i>					
3.5	Re-elect Tasneem Abdool-Samad as Director	Mgmt	For	For	For
<i>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.</i>					

Absa Group Ltd.

Proposal Number	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
	<i>Voting Policy Rationale: Items 4.1-4.2 and 4.4-4.5 A vote FOR these items is warranted: * These members of the Group Audit and Compliance Committee are independent. Item 4.3 A vote AGAINST this item is warranted: * René van Wyk is considered non-independent as he previously served as CEO of the Company, therefore directly affecting independence requirements per the King IV recommendations.</i>				
4.2	Re-elect Daisy Naidoo as Member of the Group Audit and Compliance Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: Items 4.1-4.2 and 4.4-4.5 A vote FOR these items is warranted: * These members of the Group Audit and Compliance Committee are independent. Item 4.3 A vote AGAINST this item is warranted: * René van Wyk is considered non-independent as he previously served as CEO of the Company, therefore directly affecting independence requirements per the King IV recommendations.</i>				
4.3	Re-elect Rene van Wyk as Member of the Group Audit and Compliance Committee	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Items 4.1-4.2 and 4.4-4.5 A vote FOR these items is warranted: * These members of the Group Audit and Compliance Committee are independent. Item 4.3 A vote AGAINST this item is warranted: * René van Wyk is considered non-independent as he previously served as CEO of the Company, therefore directly affecting independence requirements per the King IV recommendations.</i>				
4.4	Re-elect Swithin Munyantwali as Member of the Group Audit and Compliance Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: Items 4.1-4.2 and 4.4-4.5 A vote FOR these items is warranted: * These members of the Group Audit and Compliance Committee are independent. Item 4.3 A vote AGAINST this item is warranted: * René van Wyk is considered non-independent as he previously served as CEO of the Company, therefore directly affecting independence requirements per the King IV recommendations.</i>				
4.5	Re-elect Tasneem Abdool-Samad as Member of the Group Audit and Compliance Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: Items 4.1-4.2 and 4.4-4.5 A vote FOR these items is warranted: * These members of the Group Audit and Compliance Committee are independent. Item 4.3 A vote AGAINST this item is warranted: * René van Wyk is considered non-independent as he previously served as CEO of the Company, therefore directly affecting independence requirements per the King IV recommendations.</i>				
5	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Implementation Report	Mgmt	For	For	For
8	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
9	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For
10	Approve Financial Assistance in Terms of Section 45 of the Companies Act	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

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
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposals will provide the Company with increased flexibility in the management of its share capital within acceptable guidelines.</i>				
2	Amend Memorandum of Incorporation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposals will provide the Company with increased flexibility in the management of its share capital within acceptable guidelines.</i>				
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
	<i>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.</i>				
	Ordinary Resolutions	Mgmt			
1	Approve Specific Issue of Subscription Shares	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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.</i>				
1.2	Approve Dividend to Be Paid on June 12, 2023	Mgmt	For	For	For
	<i>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.</i>				
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Uni-President China Holdings Ltd.

Meeting Date: 06/02/2023

Country: Cayman Islands

Ticker: 220

Record Date: 05/25/2023

Meeting Type: Annual

Primary Security ID: G9222R106

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
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>					
3b	Elect Liu Xinhua as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>					
3c	Elect Chen Kuo-Hui as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>					
3d	Elect Chien Chi-Lin as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>					
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
<i>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.</i>					
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<i>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.</i>					

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
<p><i>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; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i></p>					
2	Approve 2023 Framework Purchase Agreement and Related Transactions	Mgmt	For	For	For
<p><i>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; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i></p>					

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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposals may improve the marketability and liquidity of the company's shares and would have no material economic impact on shareholders.</i></p>					
2	Amend Capital Clause of the Memorandum of Association Re: Sub-Division of Equity Shares	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposals may improve the marketability and liquidity of the company's shares and would have no material economic impact on shareholders.</i></p>					
3	Elect Abhiram Seth as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR both the nominees is warranted in the absence of any known concerns regarding the nominees.</i></p>					
4	Elect Anil Kumar Sondhi as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR both the nominees is warranted in the absence of any known concerns regarding the nominees.</i></p>					

Thoughtworks Holding, Inc.

Meeting Date: 06/05/2023

Country: USA

Ticker: TWKS

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: 88546E105

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
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Salim Nathoo for serving as a non-independent member of a key board committee and for failing to attend at least 75 percent of board and committee meetings in 2022. WITHHOLD votes are warranted for incumbent directors Salim Nathoo, and William Parrett given the board's failure to remove, or subject to a sunset requirement the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee is warranted.</i>				
1.2	Elect Director Salim Nathoo	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Salim Nathoo for serving as a non-independent member of a key board committee and for failing to attend at least 75 percent of board and committee meetings in 2022. WITHHOLD votes are warranted for incumbent directors Salim Nathoo, and William Parrett given the board's failure to remove, or subject to a sunset requirement the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee is warranted.</i>				
1.3	Elect Director William Parrett	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Salim Nathoo for serving as a non-independent member of a key board committee and for failing to attend at least 75 percent of board and committee meetings in 2022. WITHHOLD votes are warranted for incumbent directors Salim Nathoo, and William Parrett given the board's failure to remove, or subject to a sunset requirement the pop-up supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee is warranted.</i>				
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 Bank Limited

Meeting Date: 06/06/2023

Country: India

Ticker: 532187

Record Date: 04/28/2023

Meeting Type: Special

Primary Security ID: Y3990M134

Shares Voted: 218,487

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot Approve Reappointment and Remuneration of Sumant Kathpalia as Managing Director & Chief Executive Officer (MD&CEO)	Mgmt	For	Against	Against
	<i>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.</i>				

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/06/2023

Country: Taiwan

Ticker: 2330

Record Date: 04/07/2023

Meeting Type: Annual

Primary Security ID: Y84629107

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
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed endorsement and guarantee provision may expose the company to unnecessary risks; and * The company has failed to provide a compelling rationale for such changes.</i></p>					
4	Amend the Name of Audit Committee 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	Mgmt	For	For	For

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 Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
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	For
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed endorsement and guarantee provision may expose the company to unnecessary risks; and * The company has failed to provide a compelling rationale for such changes.</i></p>					
4	Amend the Name of Audit Committee 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	Mgmt	For	For	For

FTI Consulting, Inc.

Meeting Date: 06/07/2023

Country: USA

Ticker: FCN

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: 302941109

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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Mark S. Bartlett	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Elsy Boglioli	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Claudio Costamagna	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Steven H. Gunby	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Gerard E. Holthaus	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Stephen C. Robinson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Lauren E. Seeger	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Qualys, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director John Zangardi	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
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
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Anil Tammineedi	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Lisa L. Troe	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
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 Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
	<i>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.</i>				
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For
	<i>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.</i>				
3	Approve Audited Financial Report	Mgmt	For	For	For
	<i>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.</i>				
4	Approve Annual Reports and Its Summary	Mgmt	For	For	For
	<i>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.</i>				
5	Approve Profit Distribution Plan	Mgmt	For	For	For
6	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
7	Approve Provision of Guarantees by the Group	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.</i>				
8	Approve Estimated Cap of Ordinary Connected Transactions	Mgmt	For	For	For
	<i>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.</i>				
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The discount limit has not been specified for issuance for cash and non-cash consideration.</i>				
10	Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The discount limit has not been specified for issuance for cash and non-cash consideration.</i>				
11	Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of disclosed information to assess the impact of the possible issuance of convertible bonds on shareholders' rights and value.</i>				

BYD Company Limited

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

Meeting Date: 06/08/2023 **Country:** Hong Kong **Ticker:** 285
Record Date: 06/01/2023 **Meeting Type:** Annual
Primary Security ID: Y1045N107

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
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>					
5	Elect Wang Bo as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>					
6	Elect Qian Jing-jie as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>					
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
<i>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.</i>					
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
10	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.*

China Feihe Limited

Meeting Date: 06/08/2023

Country: Cayman Islands

Ticker: 6186

Record Date: 06/02/2023

Meeting Type: Annual

Primary Security ID: G2121Q105

Shares Voted: 1,384,000

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 Liu Hua as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the reelection of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
3b	Elect Cai Fangliang as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the reelection of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
3c	Elect Cheung Kwok Wah as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the reelection of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
3d	Elect Fan Yonghong as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the reelection of all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	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
<i>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.</i>					
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<i>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.</i>					

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
<i>Voting Policy Rationale: A vote FOR both nominees is warranted.</i>					
3B	Elect Wang Xiaoguang as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR both nominees is warranted.</i>					
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
<i>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.</i>					
6B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<i>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.</i>					
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
1	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
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
	<i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4 and 5).</i>				
5	Elect Jana Revedin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4 and 5).</i>				
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
	<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>				
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>				
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
	<i>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.</i>				
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
	<i>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.</i>				
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
	<i>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.</i>				

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
<i>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.</i>					
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
<i>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.</i>					
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
<i>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.</i>					
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
<i>Voting Policy Rationale: Items 2 and 4: A vote FOR re-election of Maninder Singh and continuation of directorship of Deepak Satwalekar is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
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
<i>Voting Policy Rationale: Items 2 and 4: A vote FOR re-election of Maninder Singh and continuation of directorship of Deepak Satwalekar is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
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
<i>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.</i>					

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
	<i>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.</i>				
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
1	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Report of the Board of Directors	Mgmt	For	Against	Against
	<i>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).</i>				
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For
	<i>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.</i>				
3	Approve Financial Report	Mgmt	For	For	For
	<i>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.</i>				
4	Approve Profit Distribution Scheme	Mgmt	For	For	For
	<i>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.</i>				
5	Authorize Board to Determine the Interim Profit Distribution Scheme	Mgmt	For	For	For
	<i>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.</i>				
6	Approve Guarantee Scheme	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.</i>				
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
	<i>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.</i>				
8.2	Elect Hou Qijun as Director	Mgmt	For	For	For
	<i>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.</i>				
8.3	Elect Duan Liangwei as Director	Mgmt	For	For	For
	<i>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.</i>				
8.4	Elect Huang Yongzhang as Director	Mgmt	For	For	For
	<i>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.</i>				
8.5	Elect Ren Lixin as Director	Mgmt	For	For	For
	<i>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.</i>				
8.6	Elect Xie Jun as Director	Mgmt	For	For	For
	<i>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.</i>				
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
9.1	Elect Cai Jinyong as Director	Mgmt	For	For	For
	<i>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.</i>				
9.2	Elect Jiang, Simon X. as Director	Mgmt	For	For	For
	<i>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.</i>				
9.3	Elect Zhang Laibin as Director	Mgmt	For	For	For
	<i>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.</i>				
9.4	Elect Hung Lo Shan Lusan as Director	Mgmt	For	For	For
	<i>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.</i>				
9.5	Elect Ho Kevin King Lun as Director	Mgmt	For	For	For
	<i>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.</i>				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
10.1	Elect Cai Anhui as Supervisor	SH	For	For	For
	<i>Voting Policy Rationale: A vote FOR their election is warranted given the absence of any known issues concerning the nominees.</i>				
10.2	Elect Xie Haibing as Supervisor	SH	For	For	For
	<i>Voting Policy Rationale: A vote FOR their election is warranted given the absence of any known issues concerning the nominees.</i>				

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
	<i>Voting Policy Rationale: A vote FOR their election is warranted given the absence of any known issues concerning the nominees.</i>				
10.4	Elect Cai Yong as Supervisor	SH	For	For	For
	<i>Voting Policy Rationale: A vote FOR their election is warranted given the absence of any known issues concerning the nominees.</i>				
10.5	Elect Jiang Shangjun as Supervisor	SH	For	For	For
	<i>Voting Policy Rationale: A vote FOR their election is warranted given the absence of any known issues concerning the nominees.</i>				
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
<p><i>Voting Policy Rationale: VOTE RECOMMENDATION A vote FOR these resolutions is warranted although it is not without concerns: * The board independence norms are not met (after ISS reclassification) and the executives are non-independent director nominees. Also, Ajay Bijli, being an Executive Director, serves as a member of the audit committee. * As per the proposed remuneration structure, the variable pay is not linked with company's net profits and the exact performance targets to determine variable pay of the executives is not disclosed. * There is lack of sufficient justification for the proposed minimum remuneration of the executives, in the event of loss or inadequacy of profits. Main reasons for support are: * Given that the executives are the company's co-founders and further, Ajay Bijli (Item 1) is the company's Managing Director, removing them from the board would likely have a material negative impact on shareholder value. * Although the exact performance targets to determine the variable pay have not been disclosed, however, the parameters to determine the same, have been disclosed to align pay with performance. * No concerns have been identified with the overall quantum of estimated remuneration, which is deemed reasonable and commensurate with market peers of similar scale and operations.</i></p>					
2	Approve Remuneration and Other Terms of Appointment of Sanjeev Kumar as Executive Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: VOTE RECOMMENDATION A vote FOR these resolutions is warranted although it is not without concerns: * The board independence norms are not met (after ISS reclassification) and the executives are non-independent director nominees. Also, Ajay Bijli, being an Executive Director, serves as a member of the audit committee. * As per the proposed remuneration structure, the variable pay is not linked with company's net profits and the exact performance targets to determine variable pay of the executives is not disclosed. * There is lack of sufficient justification for the proposed minimum remuneration of the executives, in the event of loss or inadequacy of profits. Main reasons for support are: * Given that the executives are the company's co-founders and further, Ajay Bijli (Item 1) is the company's Managing Director, removing them from the board would likely have a material negative impact on shareholder value. * Although the exact performance targets to determine the variable pay have not been disclosed, however, the parameters to determine the same, have been disclosed to align pay with performance. * No concerns have been identified with the overall quantum of estimated remuneration, which is deemed reasonable and commensurate with market peers of similar scale and operations.</i></p>					

HDFC Bank Limited

Meeting Date: 06/11/2023 **Country:** India **Ticker:** 500180
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Chandereet Duggal as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5	Elect Russell O'Brien as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Nathan Bostock as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Heidi Mottram as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Chris O'Shea as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Amber Rudd as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Scott Wheway as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					

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

Proposal Number	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
	<i>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.</i>				
1.2	Elect Director John "Coz" Colgrove	Mgmt	For	For	For
	<i>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.</i>				
1.3	Elect Director Roxanne Taylor	Mgmt	For	Withhold	Withhold
	<i>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.</i>				
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
<i>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.</i>					
3b	Elect Zhang Bin as Director	Mgmt	For	For	For
<i>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.</i>					
3c	Elect Zhao Xiahong as Director	Mgmt	For	For	For
<i>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.</i>					
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
<p><i>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.</i></p>					
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<p><i>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.</i></p>					

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
<p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p>					
3	Approve Financial Statements	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i></p>					
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
<p><i>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.</i></p>					

Befesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because: * there is a lack of disclosure on target setting for variable remuneration, not allowing shareholders to assess the stringency; * the company granted the executive chairman with an excessive total package of EUR 4.4 million, which represents an amount 4.7x higher than the median of lead executive peer total package. However, we do note that the company provided improvements in its amended remuneration policy (item 7), whereas going forward there is no longer the possibility to grant exceptional awards and no performance based awards for non-executives.</i>				
9	Renew Appointment of KPMG Luxembourg as Auditor	Mgmt	For	For	For

KE Holdings, Inc.

Meeting Date: 06/15/2023 **Country:** Cayman Islands **Ticker:** 2423
Record Date: 05/12/2023 **Meeting Type:** Annual
Primary Security 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
	<i>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.</i>				
2a.2	Elect Director Wangang Xu	Mgmt	For	Against	Against
	<i>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.</i>				
2a.3	Elect Director Hansong Zhu	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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; and * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>				
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	<i>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; and * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>				
6	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

KE Holdings, Inc.

Meeting Date: 06/15/2023

Country: Cayman Islands

Ticker: 2423

Record Date: 05/12/2023

Meeting Type: Annual

Primary Security ID: G5223Y108

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
	<i>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.</i>				
2a.2	Elect Director Wangang Xu	Mgmt	For	Against	Against
	<i>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.</i>				
2a.3	Elect Director Hansong Zhu	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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; and * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>				
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	<i>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; and * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>				
6	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

NetEase, Inc.

Meeting Date: 06/15/2023

Country: Cayman Islands

Ticker: 9999

Record Date: 05/16/2023

Meeting Type: Annual

Primary Security ID: G6427A102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect William Lei Ding as Director	Mgmt	For	For	For
	<i>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.</i>				
1b	Elect Grace Hui Tang as Director	Mgmt	For	For	For
	<i>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.</i>				
1c	Elect Alice Yu-Fen Cheng as Director	Mgmt	For	For	For
	<i>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.</i>				
1d	Elect Joseph Tze Kay Tong as Director	Mgmt	For	For	For
	<i>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.</i>				
1e	Elect Michael Man Kit Leung as Director	Mgmt	For	Against	Against
	<i>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.</i>				
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
4	Approve Amended and Restated 2019 Share Incentive Plan	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: The estimated cost, plan features, and grant practices are reasonable based on the Equity Plan Scorecard (EPSC); however, a vote AGAINST this proposal is warranted because the plan permits repricing and/or exchange of grants without shareholder approval.</i>				

Kuaishou Technology

Meeting Date: 06/16/2023

Country: Cayman Islands

Ticker: 1024

Record Date: 06/12/2023

Meeting Type: Annual

Primary Security ID: G53263102

Proposal 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
<i>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 Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The 2023 Scheme lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options under the 2023 Scheme are involved in its administration.</i>					
3.1	Adopt the 2023 Share Incentive Scheme	Mgmt	For	Against	Against
<i>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 Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The 2023 Scheme lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options under the 2023 Scheme are involved in its administration.</i>					
3.2	Authorize Board to Handle All Matters in Relation to the 2023 Share Incentive Scheme	Mgmt	For	Against	Against
<i>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 Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The 2023 Scheme lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options under the 2023 Scheme are involved in its administration.</i>					
3.3	Approve Scheme Mandate Limit in Relation to the 2023 Share Incentive Scheme	Mgmt	For	Against	Against
<i>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 Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The 2023 Scheme lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options under the 2023 Scheme are involved in its administration.</i>					
3.4	Approve Service Provider Sublimit in Relation to the 2023 Share Incentive Scheme	Mgmt	For	Against	Against
<i>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 Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The 2023 Scheme lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options under the 2023 Scheme are involved in its administration.</i>					
4	Elect Wang Huiwen as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
5	Elect Huang Sidney Xuande as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
6	Elect Ma Yin as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
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
<p><i>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 class B 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.</i></p>					
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<p><i>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 class B 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.</i></p>					
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
1	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
<p><i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i></p>					
2.1	Receive Annual Report and Statutory Reports	Mgmt			
2.2	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The company did not fully disclose the contractual terms of the executives and failed to disclose the CEO pay ratio and employee pay. * The company failed to disclose the retrospective performance targets and level of achievement thereof. Further, the company did not provide the thresholds and corresponding payouts.</i></p>					
2.2.1	Counterproposals by Shareholders to Item 2.2	SH	Against	Against	Do Not Vote
<p><i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i></p>					
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
<p><i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i></p>					

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
<i>Voting Policy Rationale: Votes FOR these items are warranted, because there are no known problems with the company's management and supervisory boards that occurred during the fiscal year in review.</i>					
3.2.1	Counterproposals by Shareholders to Item 3.2	SH	Against	Against	Do Not Vote
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
3.3	Approve Discharge of Supervisory Board Members	Mgmt	For	For	Do Not Vote
<i>Voting Policy Rationale: Votes FOR these items are warranted, because there are no known problems with the company's management and supervisory boards that occurred during the fiscal year in review.</i>					
3.3.1	Counterproposals by Shareholders to Item 3.3	SH	Against	Against	Do Not Vote
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
4	Receive Internal Auditor's Report	Mgmt			
5.1	Elect Shrenik Dhirajjal Davda as Supervisory Board Member	Mgmt	For	For	Do Not Vote
<i>Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajjal 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.</i>					
5.1.1	Counterproposals by Shareholders to Item 5.1	SH	Against	Against	Do Not Vote
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
5.2	Elect Mark William Lane Richards as Supervisory Board Member	Mgmt	For	For	Do Not Vote
<i>Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajjal 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.</i>					
5.2.1	Counterproposals by Shareholders to Item 5.2	SH	Against	Against	Do Not Vote
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
5.3	Elect Cvetka Selsek as Supervisory Board Member	Mgmt	For	For	Do Not Vote
<i>Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajjal 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.</i>					
5.3.1	Counterproposals by Shareholders to Item 5.3	SH	Against	Against	Do Not Vote
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
5.4	Elect Andre Marc Prudent-Toccanier as Supervisory Board Member	Mgmt	For	For	Do Not Vote
<i>Voting Policy Rationale: Votes FOR the election of Shrenik Dhirajjal 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.</i>					
5.4.1	Counterproposals by Shareholders to Item 5.4	SH	Against	Against	Do Not Vote
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					

Nova Ljubljanska banka dd

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
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as the proposed level of supervisory board members' remuneration and amendments are not problematic.</i>					
6.1.1	Counterproposals by Shareholders to Item 6.1	SH	Against	Against	Do Not Vote
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
6.2	Amend June 15, 2020, AGM, Resolution Re: Remuneration of Supervisory Board Members	Mgmt	For	For	Do Not Vote
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as the proposed level of supervisory board members' remuneration and amendments are not problematic.</i>					
6.2.1	Counterproposals by Shareholders to Item 6.2	SH	Against	Against	Do Not Vote
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					

Shares Voted: 1,694,125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	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
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
2.1	Receive Annual Report and Statutory Reports	Mgmt			
2.2	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The company did not fully disclose the contractual terms of the executives and failed to disclose the CEO pay ratio and employee pay. * The company failed to disclose the retrospective performance targets and level of achievement thereof. Further, the company did not provide the thresholds and corresponding payouts.</i>					
2.2.1	Counterproposals by Shareholders to Item 2.2	SH	Against	Against	Against
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
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
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
3.2	Approve Discharge of Management Board Members	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these items are warranted, because there are no known problems with the company's management and supervisory boards that occurred during the fiscal year in review.</i>					
3.2.1	Counterproposals by Shareholders to Item 3.2	SH	Against	Against	Against
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Supervisory Board Members	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these items are warranted, because there are no known problems with the company's management and supervisory boards that occurred during the fiscal year in review.</i>				
3.3.1	Counterproposals by Shareholders to Item 3.3	SH	Against	Against	Against
	<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>				
4	Receive Internal Auditor's Report	Mgmt			
5.1	Elect Shrenik Dhirajlal Davda as Supervisory Board Member	Mgmt	For	For	For
	<i>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.</i>				
5.1.1	Counterproposals by Shareholders to Item 5.1	SH	Against	Against	Against
	<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>				
5.2	Elect Mark William Lane Richards as Supervisory Board Member	Mgmt	For	For	For
	<i>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.</i>				
5.2.1	Counterproposals by Shareholders to Item 5.2	SH	Against	Against	Against
	<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>				
5.3	Elect Cvetka Selsek as Supervisory Board Member	Mgmt	For	For	For
	<i>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.</i>				
5.3.1	Counterproposals by Shareholders to Item 5.3	SH	Against	Against	Against
	<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>				
5.4	Elect Andre Marc Prudent-Toccanier as Supervisory Board Member	Mgmt	For	For	For
	<i>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.</i>				
5.4.1	Counterproposals by Shareholders to Item 5.4	SH	Against	Against	Against
	<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>				
6.1	Approve Terms of Remuneration of Supervisory Board Members	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as the proposed level of supervisory board members' remuneration and amendments are not problematic.</i>				
6.1.1	Counterproposals by Shareholders to Item 6.1	SH	Against	Against	Against
	<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>				

Nova Ljubljanska banka dd

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
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as the proposed level of supervisory board members' remuneration and amendments are not problematic.</i>					
6.2.1	Counterproposals by Shareholders to Item 6.2	SH	Against	Against	Against
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					

Elia Group SA/NV

Meeting Date: 06/21/2023 **Country:** Belgium **Ticker:** ELI
Record Date: 06/07/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: B35656105

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.

Meeting Date: 06/21/2023 **Country:** Cayman Islands **Ticker:** 9618
Record Date: 05/19/2023 **Meeting Type:** Annual
Primary Security ID: G8208B101

Shares Voted: 1,102,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders 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.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>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.</i>					
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
5.b	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
5.c	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
5.d	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
5.e	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
5.g	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
5.h	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
6.a	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>					
6.b	Reelect Roland Sackers to Management Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>					

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
<i>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).</i>					
8.b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
<i>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).</i>					
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
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5	Elect Karen Jones as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Elect Cilla Snowball as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect David Atkins as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Kal Atwal as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Horst Baier as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
10	Re-elect Fumbi Chima as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
11	Re-elect Adam Crozier as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
12	Re-elect Frank Fiskers as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
13	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
14	Re-elect Chris Kennedy as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
15	Re-elect Hemant Patel as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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

Country: Japan

Ticker: 7741

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J22848105

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.

Proposal Number	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
<p><i>Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The company's net zero 2050 commitment covers its scope 1, 2, and 3 category 15 emission that account for up to 6 percent of its total emissions. The request under Item 5 is to set and disclose a business plan with short term and mid-term greenhouse gas emission targets aligned with the goals of the Paris agreement. While the newly disclosure of the scope 3 (cat 11) GHG emissions is positively noted, the absence of any detailed information about the plan with regards to the strategy addressing the company's scope 3 category 11 (use of sold products) that represent approx. 94 percent of the company's total emissions raises concerns about the credibility of the company's net zero commitment.</i></p>					
6	Amend Articles to Disclose Evaluation concerning Consistency between Capital Expenditures and Net Zero Greenhouse Gas Emissions by 2050 Commitment	SH	Against	For	For
<p><i>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.</i></p>					

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
<p><i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i></p>					
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

Meeting Date: 06/23/2023

Country: Germany

Ticker: ST5

Record Date: 06/01/2023

Meeting Type: Annual

Primary Security ID: D7632P119

Shares Voted: 19,495

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 0.40 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
<p><i>Voting Policy Rationale: A vote AGAINST Udo Schramek is warranted because: * He serves as combined CEO and board chair, which is a breach of market best practice. * In the absence of audit and remuneration committees, it appears that audit and remuneration matters are resolved upon by the full board. The presence of CEO Schramek on the board represents a conflict of interest. * The board is considered insufficiently gender diverse. Votes AGAINST the other non-independent nominees Juergen Klass, Heinrich Koester, and Katarzyna Schramek are warranted because of the failure to establish a sufficiently independent board.</i></p>					
5.2	Elect Katarzyna Schramek to the Board of Directors	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST Udo Schramek is warranted because: * He serves as combined CEO and board chair, which is a breach of market best practice. * In the absence of audit and remuneration committees, it appears that audit and remuneration matters are resolved upon by the full board. The presence of CEO Schramek on the board represents a conflict of interest. * The board is considered insufficiently gender diverse. Votes AGAINST the other non-independent nominees Juergen Klass, Heinrich Koester, and Katarzyna Schramek are warranted because of the failure to establish a sufficiently independent board.</i></p>					
5.3	Elect Juergen Klass to the Board of Directors	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST Udo Schramek is warranted because: * He serves as combined CEO and board chair, which is a breach of market best practice. * In the absence of audit and remuneration committees, it appears that audit and remuneration matters are resolved upon by the full board. The presence of CEO Schramek on the board represents a conflict of interest. * The board is considered insufficiently gender diverse. Votes AGAINST the other non-independent nominees Juergen Klass, Heinrich Koester, and Katarzyna Schramek are warranted because of the failure to establish a sufficiently independent board.</i></p>					
5.4	Elect Heinrich Koester to the Board of Directors	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST Udo Schramek is warranted because: * He serves as combined CEO and board chair, which is a breach of market best practice. * In the absence of audit and remuneration committees, it appears that audit and remuneration matters are resolved upon by the full board. The presence of CEO Schramek on the board represents a conflict of interest. * The board is considered insufficiently gender diverse. Votes AGAINST the other non-independent nominees Juergen Klass, Heinrich Koester, and Katarzyna Schramek are warranted because of the failure to establish a sufficiently independent board.</i></p>					
6	Approve Creation of EUR 7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
<p><i>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.</i></p>					

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
<i>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.</i>					
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
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
3	Approve Report on Performance of Independent Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
4	Approve Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
5	Approve Annual Report and Summary	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
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

Country: China

Ticker: 357

Record Date: 06/07/2023

Meeting Type: Annual

Primary Security ID: Y3245V103

Shares Voted: 204,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Work Report of the Board	Mgmt	For	For	For
	<i>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.</i>				
2	Approve Work Report of the Board of Supervisors	Mgmt	For	For	For
	<i>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.</i>				
3	Approve Audited Financial Statements	Mgmt	For	For	For
	<i>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.</i>				
4	Approve Non-Distribution of Final Dividend	Mgmt	For	For	For
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
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information.</i>				
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares or H Shares	Mgmt	For	Against	Abstain
	<i>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 not specified the discount limit for issuance for cash and non-cash consideration.</i>				
9	Other Business	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information.</i>				

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

Proposal Number	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
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					
5	Re-elect Neil Greenhalgh as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					
6	Re-elect Andrew Long as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					
7	Re-elect Kath Smith as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Bert Hoyt as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					
9	Re-elect Helen Ashton as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					
10	Re-elect Mahbobeh Sabetnia as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					
11	Re-elect Suzi Williams as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					
12	Elect Andrew Higginson as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					

JD Sports Fashion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Elect Ian Dyson as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					
14	Elect Angela Luger as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					
15	Elect Darren Shapland as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4-9, and 13-15 A vote FOR the election/re-election of Regis Schultz, Neil Greenhalgh, Andy Long, 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.</i></p>					
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	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
1	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

Country: Cayman Islands

Ticker: 2269

Record Date: 06/20/2023

Meeting Type: Annual

Primary Security ID: G97008117

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
<p><i>Voting Policy Rationale: A vote AGAINST non-independent director nominee Kenneth Walton Hitchner III is warranted as the board is not one-third independent. A vote FOR the other nominees is warranted.</i></p>					
2b	Elect Zhisheng Chen as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST non-independent director nominee Kenneth Walton Hitchner III is warranted as the board is not one-third independent. A vote FOR the other nominees is warranted.</i></p>					
2c	Elect Kenneth Walton Hitchner III as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST non-independent director nominee Kenneth Walton Hitchner III is warranted as the board is not one-third independent. A vote FOR the other nominees is warranted.</i></p>					
2d	Elect Jackson Peter Tai as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST non-independent director nominee Kenneth Walton Hitchner III is warranted as the board is not one-third independent. A vote FOR the other nominees is warranted.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the Scheme and the Program, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful 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.</i></p>					
5b	Approve Amendments to the Share Award Scheme for Global Partner Program and Related Transactions	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the Scheme and the Program, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful 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.</i></p>					
6	Adopt Scheme Mandate Limit	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the Scheme and the Program, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful 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.</i></p>					

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
<p><i>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.</i></p>					
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
1	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Annual Report and Its Summary	Mgmt	For	For	For
<p><i>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.</i></p>					
2	Approve Final Accounts Report	Mgmt	For	For	For
<p><i>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.</i></p>					
3	Approve Work Report of the Board of Directors	Mgmt	For	For	For
<p><i>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.</i></p>					
4	Approve Work Report of the Supervisory Committee	Mgmt	For	For	For
<p><i>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.</i></p>					
5	Approve Profit Distribution Plan	Mgmt	For	For	For
6	Approve KPMG Huazhen LLP as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Bank Credit Lines Applications	Mgmt	For	For	For
8	Approve Remuneration of Directors	Mgmt	For	For	For
<p><i>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.</i></p>					

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
	<i>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.</i>				
10	Approve Estimations on Ordinary Related Party Transactions for 2024-2026	Mgmt	For	For	For
	ELECT EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING				
11.1	Elect Li Donglin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
11.2	Elect Liu Ke'an as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
11.3	Elect Shang Jing as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT NON-EXECUTIVE DIRECTOR VIA CUMULATIVE VOTING				
12.1	Elect Zhang Xinning as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING				
13.1	Elect Gao Feng as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
13.2	Elect Li Kaiguo as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
13.3	Elect Zhong Ninghua as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
13.4	Elect Lam Siu Fung as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING				
14.1	Elect Li Lue as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: In the absence of any known issues relating to both nominees, a vote FOR their election as supervisors is warranted.</i>				
14.2	Elect Geng Jianxin as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: In the absence of any known issues relating to both nominees, a vote FOR their election as supervisors is warranted.</i>				

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
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The 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.</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i></p>					
2.2	Elect Yan Xiaoqing as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i></p>					
2.3	Elect Chong Yat Keung as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i></p>					
2.4	Elect Wang Xiaobo as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i></p>					
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
<p><i>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.</i></p>					
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<p><i>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.</i></p>					
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

Country: India

Ticker: 500470

Record Date: 06/21/2023

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

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

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
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					
2.8	Elect Director Tanaka, Motoko	Mgmt	For	For	For
2.9	Elect Director Mori, Nozomu	Mgmt	For	Against	Abstain
<p><i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * There are compliance concerns (i.e., allegations over the antitrust violations and unauthorized access of customer information) about the utility, for which the nominee ultimately should be held responsible.</i></p>					
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.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Articles to Add Provision that Utility will Operate to Promote Nuclear Phase-Out, Decarbonization and Renewal Energy	SH	Against	Against	Against
4	Amend Articles to Keep Shareholder Meeting Minutes and Disclose Them to Public	SH	Against	Against	Against
5	Amend Articles to Add Provisions Concerning Management Based on CSR (Information Disclosure and Dialogue)	SH	Against	Against	Against
6	Amend Articles to Add Provisions Concerning Management Based on CSR (Facility Safety Enhancement)	SH	Against	Against	Against
7	Amend Articles to Add Provisions Concerning Management Based on CSR (Withdrawal from Coal-Fired Power Generation Business)	SH	Against	Against	Against
8	Amend Articles to Add Provisions Concerning Management Based on CSR (Gender Diversity)	SH	Against	Against	Against
9	Remove Incumbent Director Mori, Nozomu	SH	Against	For	Abstain
<p><i>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.</i></p>					
10	Remove Incumbent Director Sasaki, Shigeo	SH	Against	Against	Against
11	Amend Articles to Require Individual Compensation Disclosure for Directors, Executive Officers, and Advisors	SH	Against	For	For
<p><i>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.</i></p>					
12	Amend Articles to Establish Industry Organization to Cope with Changing Management Environment	SH	Against	Against	Against
13	Amend Articles to Launch Study Group on Evacuation Plan in the Event of Nuclear Accident	SH	Against	Against	Against
14	Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	SH	Against	Against	Against
15	Amend Articles to Stop Nuclear Power Generation	SH	Against	Against	Against
16	Amend Articles to Dispose of Shares in Kansai Transmission and Distribution, Inc	SH	Against	Against	Against
17	Amend Articles to Promote Maximum Disclosure to Gain Trust from Society	SH	Against	Against	Against
18	Amend Articles to Encourage Dispersed Renewable Energy	SH	Against	Against	Against
19	Amend Articles to Develop Alternative Energy Sources in place of Nuclear Power to Stabilize Electricity Rate	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
<i>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.</i>					
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
<i>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.</i>					

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
	<i>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.</i>				
2b	Elect Ng Kwong Chue Paul as Director	Mgmt	For	For	For
	<i>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.</i>				
2c	Elect Yan Tao as Director	Mgmt	For	For	For
	<i>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.</i>				
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
	<i>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.</i>				
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	<i>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.</i>				

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

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

Country: Brazil

Ticker: ELET6

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: P22854106

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
1	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Report of the Board of Directors	Mgmt	For	For	For
<i>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.</i>					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
<i>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.</i>					
3	Approve Final Financial Accounts	Mgmt	For	For	For
<i>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.</i>					
4	Approve Profit Distribution Plan	Mgmt	For	For	For
5	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Fixed Assets Investment Budget	Mgmt	For	For	For
7	Elect Tian Guoli as Director	Mgmt	For	For	For
<i>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.</i>					

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
	<i>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.</i>				
9	Elect Liu Fang as Director	Mgmt	For	For	For
	<i>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.</i>				
10	Elect Lord Sassoon as Director	Mgmt	For	For	For
	<i>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.</i>				
11	Elect Liu Huan as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.</i>				
12	Elect Ben Shenglin as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.</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
	<i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted.</i>				
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted.</i>				

DSM-Firmenich AG

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

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
<p><i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i></p>					
4	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For	For

Mitsubishi Heavy Industries, Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 7011

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J44002178

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
<p><i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i></p>					
2.2	Elect Director Yasui, Mikiya	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.</i></p>					
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
<p><i>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.</i></p>					
6	Initiate Share Repurchase Program	SH	Against	For	For
<p><i>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.</i></p>					

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
<p><i>Voting Policy Rationale: A vote AGAINST the election of Wang Huiwen is warranted given that his failure to ensure the 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.</i></p>					
3	Elect Wang Huiwen as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the election of Wang Huiwen is warranted given that his failure to ensure the 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.</i></p>					
4	Elect Orr Gordon Robert Halyburton as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST the election of Wang Huiwen is warranted given that his failure to ensure the 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.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Leng Xuesong as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST the election of Wang Huiwen is warranted given that his failure to ensure the 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.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature 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.</i>				
11	Approve Amendments to the Post-IPO Share Award Scheme and Related Transactions	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature 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.</i>				
12	Approve the Scheme Limit	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature 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.</i>				
13	Approve the Service Provider Sublimit	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature 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.</i>				

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
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature 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.</i></p>					
15	Approve Issuance of Class B Shares to Leng Xuesong Under the Post-IPO Share Award Scheme and Related Transactions	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature 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.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature 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.</i></p>					
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

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: 4,840,667

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders 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	Voting Policy Rec	Vote Instruction
2	Elect Director Jiao Jiao	Mgmt	For	Against	Against
<i>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.</i>					
3	Elect Director Fan Zhao	Mgmt	For	Against	For
<i>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.</i>					

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
<i>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.</i>					
3	Elect Director Fan Zhao	Mgmt	For	Against	For
<i>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.</i>					

Savannah Energy Plc

Meeting Date: 06/30/2023 **Country:** United Kingdom **Ticker:** SAVE
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
<i>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.</i>					

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
<p><i>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.</i></p>					
5	Re-elect David Clarkson as Director	Mgmt	For	Against	For
<p><i>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.</i></p>					
6	Elect Djamila Ferdjani as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
7	Elect Steve Jenkins as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
8	Elect Joseph Pagop Noupoue as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
9	Re-elect Sir Stephen O'Brien as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
10	Elect Sylvie Rucar as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
11	Authorise Issue of Equity	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 11 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Item 12 A vote AGAINST this resolution is warranted because: * The proposed amount exceeds the recommended limits of 20 percent of issued share capital.</i></p>					

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
<p><i>Voting Policy Rationale: Item 11 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Item 12 A vote AGAINST this resolution is warranted because: * The proposed amount exceeds the recommended limits of 20 percent of issued share capital.</i></p>					
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
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
<i>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.</i>					
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

Country: Philippines

Ticker: CNPF

Record Date: 05/16/2023

Meeting Type: Annual

Primary Security ID: Y1249R102

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
4.1	Elect 9 Directors by Cumulative Voting	Mgmt			
	Elect Christopher T. Po as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted in the absence of any corporate governance concerns in relation to the nominees and board composition.</i>				
4.2	Elect Ricardo Gabriel T. Po as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted in the absence of any corporate governance concerns in relation to the nominees and board composition.</i>				
4.3	Elect Teodoro Alexander T. Po as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted in the absence of any corporate governance concerns in relation to the nominees and board composition.</i>				
4.4	Elect Leonardo Arthur T. Po as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted in the absence of any corporate governance concerns in relation to the nominees and board composition.</i>				
4.5	Elect Regina Jacinto-Barrientos as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted in the absence of any corporate governance concerns in relation to the nominees and board composition.</i>				
4.6	Elect Stephen Anthony T. Cuunjieng as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted in the absence of any corporate governance concerns in relation to the nominees and board composition.</i>				
4.7	Elect Regina Roberta L. Lorenzana as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted in the absence of any corporate governance concerns in relation to the nominees and board composition.</i>				
4.8	Elect Philip G. Soliven as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted in the absence of any corporate governance concerns in relation to the nominees and board composition.</i>				
4.9	Elect Frances J. Yu as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all director nominees is warranted in the absence of any corporate governance concerns in relation to the nominees and board composition.</i>				
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
6	Approve Appointment of Debadatta Chand as Managing Director and Chief Executive Officer	Mgmt	For	For	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.

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
<p><i>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.</i></p>					
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: 07/13/2023 **Country:** Ireland **Ticker:** DCC
Record Date: 07/09/2023 **Meeting Type:** Annual
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
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
4(b)	Re-elect Mark Breuer as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
4(c)	Elect Katrina Cliffe as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
4(d)	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
4(e)	Re-elect David Jukes as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
4(f)	Re-elect Lily Liu as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
4(g)	Re-elect Kevin Lucey as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
4(h)	Re-elect Donal Murphy as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4(i)	Re-elect Alan Ralph as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4(j)	Re-elect Mark Ryan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				
4b	Elect Mak Wang Wing-Yee Winnie as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				

Johnson Electric Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4c	Elect Patrick Blackwell Paul as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				
4d	Elect Christopher Dale Pratt as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				
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 Preemptive Rights	Mgmt	For	Against	Against
	<i>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.</i>				
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	<i>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.</i>				
9	Adopt New Scheme and Grant of New Scheme Shares Mandate to the Directors	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company could be considered a mature company, and the limit under the proposed scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive awards under the New Scheme are involved in its administration.</i>				
10	Amend Bye-Laws and Adopt Amended and Restated Bye-Laws	Mgmt	For	For	For

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Katleen Vandeweyer as Director	Mgmt	For	For	For
	<i>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".</i>				
5	Re-elect Ben Verwaayen as Director	Mgmt	For	For	For
	<i>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".</i>				
6	Re-elect Allard Castelein as Director	Mgmt	For	For	For
	<i>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".</i>				
7	Re-elect Jolande Sap as Director	Mgmt	For	For	For
	<i>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".</i>				
8	Re-elect Luc Sterckx as Director	Mgmt	For	For	For
	<i>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".</i>				
9	Re-elect Neil Hartley as Director	Mgmt	For	For	For
	<i>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".</i>				
10	Re-elect Otto de Bont as Director	Mgmt	For	For	For
	<i>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".</i>				

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
<p><i>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".</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
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

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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
1.2	Elect Wu Kan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
1.3	Elect Zhu Chunhua as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
1.4	Elect Zhou Ailin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
1.5	Elect He Lingjun as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
1.6	Elect Chen Yinlan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
2.1	Elect Tang Wencheng as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
2.2	Elect Feng Hutian as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
2.3	Elect Chen Heng as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
3.1	Elect Gu Xiaoxia as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
3.2	Elect Sang Zhimin as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4	Approve Allowance of Independent Directors	Mgmt	For	For	For
5	Amend Articles of Association	Mgmt	For	For	For

Meeting Date: 07/19/2023

Country: Jersey

Ticker: EXPN

Record Date: 07/17/2023

Meeting Type: Annual

Primary Security ID: G32655105

Shares Voted: 64,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Craig Boundy as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5	Elect Kathleen DeRose as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Elect Esther Lee as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Elect Louise Pentland as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Alison Brittain as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Brian Cassin as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Caroline Donahue as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Luiz Fleury as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Re-elect Mike Rogers as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					

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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Anesa T. Chaibi	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Michael B. Coleman	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Robert M. Eversole	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Alexander R. Fischer	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Tanya D. Fratto	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director Kelly S. Gast	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director M.A. (Mark) Haney	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1i	Elect Director Ross M. Jones	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1j	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					

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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Anil Seetharam	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
3	Approve Allocation of Income and Dividends of EUR 3 per Share	Mgmt	For	For	For

Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company failed to provide sufficient information and any rationale to support the existence of a consulting services entered into with the majority shareholder. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.</i>				
5	Reelect Laure Heriard Dubreuil as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: * A vote FOR the reelection of this non-independent nominee (Laure Heriard Dubreuil) is warranted given the satisfactory level of board independence (58.3 percent vs 33.3 percent recommended) and the absence of specific concerns (Item 5). * A vote FOR the election of this independent nominee (Sonia Bonnet-Bernard) is warranted in the absence of specific concerns (Item 6).</i>				
6	Elect Sonia Bonnet-Bernard as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: * A vote FOR the reelection of this non-independent nominee (Laure Heriard Dubreuil) is warranted given the satisfactory level of board independence (58.3 percent vs 33.3 percent recommended) and the absence of specific concerns (Item 5). * A vote FOR the election of this independent nominee (Sonia Bonnet-Bernard) is warranted in the absence of specific concerns (Item 6).</i>				
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Marc 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	For
10	Approve Compensation of Eric Vallat, CEO	Mgmt	For	Against	Against
	<i>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 LTIP granted creates a risk of pay for failure.</i>				
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because * The base salary for FY23/24 is not disclosed. * The amount of compensation under related-party agreements is not disclosed.</i>				
12	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
	<i>Voting 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 nor the performance period. * There is no cap attached to exceptional remunerations.</i>				
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 07/20/2023

Country: United Kingdom

Ticker: SSE

Record Date: 07/18/2023

Meeting Type: Annual

Primary Security ID: G8842P102

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
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5	Re-elect Lady Elish Angiolini as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Re-elect John Bason as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Tony Cocker as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Debbie Crosbie as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Helen Mahy as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Melanie Smith as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Net Zero Transition Report	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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 Rec	Vote Instruction
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	
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5	Re-elect Konstantin Yanakov as Director	Mgmt	For	For	
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Re-elect Evgueni Konovalenko as Director	Mgmt	For	For	
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Janat Berdalina as Director	Mgmt	For	For	
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Steven Dashevsky as Director	Mgmt	For	For	
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Elect Pascale Perez as Director	Mgmt	For	For	
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					

Polymetal International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Richard Sharko as Director	Mgmt	For	For	
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
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	
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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

Shares Voted: 16,249,895

Proposal 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 Ashish Kotecha as Director	Mgmt	For	For	For
<i>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.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Nurani Subramanian Vishwanathan (N. S. Vishwanathan) as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					
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 (of Related or Other Unrelated Parties) from Related Parties	Mgmt	For	For	For
13	Approve Material Related Party Transactions for Sale of Securities (of Related or Other Unrelated Parties) to Related Parties	Mgmt	For	For	For

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: SMT03

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: P8493J108

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
<i>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 mostly administrative in nature and neutral to shareholder value.</i>					
3	Consolidate Bylaws	Mgmt	For	For	For
<i>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 mostly administrative in nature and neutral to shareholder value.</i>					
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:** SMT03
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

Meeting Date: 08/04/2023

Country: United Kingdom

Ticker: TEP

Record Date: 08/02/2023

Meeting Type: Annual

Primary Security ID: G8729H108

Shares Voted: 129,780

Proposal Number	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 Incentive Plan	Mgmt	For	For	For
5	Approve Omnibus Plan	Mgmt	For	For	For
6	Approve Final Dividend	Mgmt	For	For	For
7	Re-elect Charles Wigoder as Director	Mgmt	For	For	For
<p><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></p>					
8	Re-elect Andrew Lindsay as Director	Mgmt	For	For	For
<p><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></p>					
9	Re-elect Stuart Burnett as Director	Mgmt	For	For	For
<p><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></p>					
10	Re-elect Nicholas Schoenfeld as Director	Mgmt	For	For	For
<p><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></p>					
11	Re-elect Beatrice Hollond as Director	Mgmt	For	For	For
<p><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></p>					
12	Re-elect Andrew Blowers as Director	Mgmt	For	For	For
<p><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></p>					
13	Re-elect Suzanne Williams as Director	Mgmt	For	For	For
<p><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></p>					

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
<p><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></p>					
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
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
<p><i>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.</i></p>					
3	Approve Walker Chandio & Co LLP, Chartered Accountants as Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

CSB Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Reelect Sudhin Bhagwandas Choksey as Director	Mgmt	For	For	For
<i>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.</i>					
5	Elect Biswamohan Mahapatra as Director	Mgmt	For	For	For
<i>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.</i>					

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
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
3b	Elect Sze Kwok Wing, Nigel as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
3c	Elect Ling Chi Wo Teresa as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
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
<i>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.</i>					
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

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
<p><i>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.</i></p>					

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
<p><i>Voting Policy Rationale: Item 2: A vote AGAINST the following nominee is warranted because: * Chandran Ratnaswami 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. * Chandran Ratnaswami has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i></p>					
3	Elect Vikram Taranath Hosangady as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 2: A vote AGAINST the following nominee is warranted because: * Chandran Ratnaswami 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. * Chandran Ratnaswami has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i></p>					
4	Approve Remuneration of Cost Auditors	Mgmt	For	For	For

HDFC Bank Ltd.

Meeting Date: 08/11/2023

Country: India

Ticker: 500180

Record Date: 08/04/2023

Meeting Type: Annual

Primary Security ID: Y3119P190

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
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.</i>				
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.</i>				
3	Approve Dividend	Mgmt	For	For	For
4	Reelect Kaizad Bharucha as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.</i>				
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Renu Karnad as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.</i>				
7	Elect Keki Mistry as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.</i>				
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
<i>Voting Policy Rationale: A vote AGAINST is warranted because the terms in the ESPP are deemed not in the best interest of shareholders.</i>					
2	Approve Stock Ownership Plan Management Rules	Mgmt	For	Against	Abstain
<i>Voting Policy Rationale: A vote AGAINST is warranted because the terms in the ESPP are deemed not in the best interest of shareholders.</i>					
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
1	Ordinary Resolution 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
<p><i>Voting Policy Rationale: Item 3: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 5: A vote FOR this resolution is warranted given that the proposed remuneration of A P Hota is commensurate with his experience and the size and operations of the company.</i></p>					
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
<p><i>Voting Policy Rationale: Item 3: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 5: A vote FOR this resolution is warranted given that the proposed remuneration of A P Hota is commensurate with his experience and the size and operations of the company.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the approval will be valid till perpetuity and shareholders will not get to review the payments in the future.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as: * The presence of a rolling limit linked to the net worth of the company instead of a monetary cap on the borrowings, is a market lagging practice. This prevents periodical shareholder review of the borrowing limit.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The exact performance conditions and their weightage for vesting have not been disclosed for the scheme.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposal includes grant of stock options under ESOS 2023 and ESIS 2023 to employees of associate companies, without a compelling rationale.</i></p>					

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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.</i></p>					
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.</i></p>					

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
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted although it is not without concern: * The board independence norms are not met (after reclassification), and Karan Bhagat (Item 3) and Yatin Shah (Item 4) are non-independent director nominees. The main reason for support is: * Karan Bhagat (Item 3) and Yatin Shah (Item 4) are the company's founder CEOs and as such, removing them from the board would likely have a material negative impact on shareholder value.</i>				
4	Reelect Yatin Shah as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted although it is not without concern: * The board independence norms are not met (after reclassification), and Karan Bhagat (Item 3) and Yatin Shah (Item 4) are non-independent director nominees. The main reason for support is: * Karan Bhagat (Item 3) and Yatin Shah (Item 4) are the company's founder CEOs and as such, removing them from the board would likely have a material negative impact on shareholder value.</i>				
5	Approve 360 ONE Employee Stock Option Scheme 2023 for the Employees of the Company	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The Scheme permits stock options to be issued with an exercise price at a discount to the market price, as on grant date, with 35-20% of the options that can be granted with time based vesting criteria. * The exact performance conditions and targets for vesting have not been disclosed.</i>				
6	Approve 360 ONE Employee Stock Option Scheme 2023 for the Employees of the Subsidiary Company(ies)	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The Scheme permits stock options to be issued with an exercise price at a discount to the market price, as on grant date, with 35-20% of the options that can be granted with time based vesting criteria. * The exact performance conditions and targets for vesting have not been disclosed.</i>				

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
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominee Antonio Julio Castiglioni Neto is warranted given the proposed board's overall lack of independence.</i>					
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
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
1.2	Elect Zheng Zongqiang as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					

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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
1.4	Elect Liu Hao as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	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

Shares Voted: 837,843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Annual Report (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Abstain
	<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The quantum of total pay package is high, particularly the vested value of LTI awards with a large portion not subject to performance conditions. * The quantum of the overall realized package for FY 2022/2023 is considered excessive (USD 61.5 million) where this is mainly driven by the SAR plan that is not sufficiently transparent and share options which are not tied to separate performance conditions. * A substantial part of the LTI awards vest before the third anniversary in deviation of best practice recommendations. * The quantum of discount linked short term incentive awarded is considered excessive. The CEO received a USD 3.4 million bonus for reducing the perceived valuation discount to NAV, but which appears to be mainly resolved by selling off Tencent shares and repurchasing company stock, without it necessarily being linked to company performance. This is not without noting the improved disclosure on the ex-post targets and achievements under the STI, further providing transparency on the link between pay and performance.</i>				
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
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>				
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.</i>				
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
8.1	Reelect Manisha Girotra as Non-Executive Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>				

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
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>					
8.3	Reelect Mark Sorour as Non-Executive Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>					
8.4	Reelect Ying Xu as Non-Executive Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because the proposal is not in line with commonly used safeguards regarding volume.</i></p>					
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
<p><i>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.</i></p>					
2	Approve Methods to Assess the Performance of Plan Participants	Mgmt	For	Against	Against
<p><i>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.</i></p>					

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
	<i>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.</i>				
4	Elect Ouyang Chuying as Non-Independent Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
5.1	Elect Wu Yuhui as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
5.2	Elect Lin Xiaoxiong as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
5.3	Elect Zhao Bei as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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:** KCHOLE
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
<i>Voting Policy Rationale: A vote FOR these items is warranted because the company has disclosed sufficient information on the proposed transaction, and the operation is supported by a valid rationale.</i>					
4	Amend Article 6 Re: Capital Related	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because the company has disclosed sufficient information on the proposed transaction, and the operation is supported by a valid rationale.</i>					
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
<i>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.</i>					

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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.</i>					

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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.</i>					
2	Approve Dividend	Mgmt	For	For	For
3	Reelect P. M. S. Prasad as Director	Mgmt	For	For	For
<i>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.</i>					
4	Reelect Nikhil R. Meswan as Director	Mgmt	For	For	For
<i>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.</i>					
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
<i>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.</i>					
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 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
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any significant concerns.</i>					
6	Approve Reappointment of Vasudevan P N as Managing Director and CEO	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominee and his remuneration.</i>					
7	Approve Revision of Remuneration Payable to Vasudevan P N as Managing Director and CEO	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominee and his remuneration.</i>					
8	Approve Borrowing Limits	Mgmt	For	For	For

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
<i>Voting Policy Rationale: Items 3, 4, 6 and 7: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 5: A vote AGAINST this resolution is 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.</i>					
4	Reelect Aashti Bhartia as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 3, 4, 6 and 7: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 5: A vote AGAINST this resolution is 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.</i>					
5	Reelect Vikram Singh Mehta as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Items 3, 4, 6 and 7: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 5: A vote AGAINST this resolution is 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.</i>					

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
<p><i>Voting Policy Rationale: Items 3, 4, 6 and 7: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 5: A vote AGAINST this resolution is 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.</i></p>					
7	Elect Amit Jain as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 3, 4, 6 and 7: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 5: A vote AGAINST this resolution is 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.</i></p>					

ICICI Bank Limited

Meeting Date: 08/30/2023 **Country:** India **Ticker:** 532174
Record Date: 08/23/2023 **Meeting Type:** Annual
Primary Security ID: Y3860Z132

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
<p><i>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.</i></p>					
4	Approve M S K A & Associates, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p>					
5	Approve KKC & Associates LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i></p>					
6	Reelect Hari L. Mundra as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
7	Reelect B. Sriram as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
8	Reelect S. Madhavan as Director	Mgmt	For	For	For
<p><i>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.</i></p>					

Proposal Number	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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although it is not without concerns for shareholders: * There is no disclosure on the number of stock options to be granted to the executive each year or the performance conditions for vesting. * The company has not disclosed the quantum of performance bonus which the executive is entitled to receive as part of his remuneration. The main reasons for support are: * Executive pay has been broadly aligned with company performance in the past. * Estimated pay is deemed reasonable given the size and scale of the company's operations and is in line with market peers. * The variable pay is capped and subject to RBI guidelines. Remuneration of executive is subject to RBI approval.</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although it is not without concerns for shareholders: * There is no disclosure on the number of stock options to be granted to the executive each year or the performance conditions for vesting. * The company has not disclosed the quantum of performance bonus which the executive is entitled to receive as part of his remuneration. The main reasons for support are: * Executive pay has been broadly aligned with company performance in the past. * Estimated pay is deemed reasonable given the size and scale of the company's operations and is in line with market peers. * The variable pay is capped and subject to RBI guidelines. Remuneration of executive is subject to RBI approval.</i></p>					
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	Approve Material Related Party Transactions for Undertaking Repurchase (Repo) Transactions and Other Permitted Short-Term Borrowing Transactions with the Related Party for FY2025	Mgmt	For	For	For

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
<p><i>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 Goverthan'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.</i></p>					
4	Authorize Board to Fix Remuneration of Joint Statutory Auditors	Mgmt	For	For	For
5	Approve Remuneration of Cost Auditors	Mgmt	For	For	For
6	Elect Premkumar Goverthan as Director	Mgmt	For	Against	Against
<p><i>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 Goverthan'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.</i></p>					
7	Elect Uttam Lal as Director (Personnel)	Mgmt	For	For	For
<p><i>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 Goverthan'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.</i></p>					

Watches of Switzerland Group Plc

Meeting Date: 08/31/2023

Country: United Kingdom

Ticker: WOSG

Record Date: 08/29/2023

Meeting Type: Annual

Primary Security ID: G94648105

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
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
4	Re-elect Ian Carter as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5	Re-elect Brian Duffy as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Re-elect Tea Colaiani as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Rosa Monckton as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Robert Moorhead as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Chabi Nouri as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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

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
<p><i>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.</i></p>					
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
6	Re-elect Michael Pratt as Director	Mgmt	For	For	For
<p><i>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.</i></p>					
7	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
<p><i>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.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Lucinda Riches as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
9	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
10	Re-elect Lindsay Ruth as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
12	Re-elect Renata Ribeiro as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>				

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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
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
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following reasons: * Awards granted to the Executive Directors under the Share Reward Plan vest subject to continued employment only.</i></p>					
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Philip Meeson as Director	Mgmt	For	Abstain	Abstain
<p><i>Voting Policy Rationale: Item 3 An ABSTENTION on the re-election of Philip Meeson is warranted because: * He is an Executive 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.</i></p>					
4	Re-elect Robin Terrell as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3 An ABSTENTION on the re-election of Philip Meeson is warranted because: * He is an Executive 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.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Simon Breakwell as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3 An ABSTENTION on the re-election of Philip Meeson is warranted because: * He is an Executive 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.</i></p>					
6	Elect Angela Luger as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3 An ABSTENTION on the re-election of Philip Meeson is warranted because: * He is an Executive 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.</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
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

Country: India

Ticker: 500470

Record Date: 08/04/2023

Meeting Type: Special

Primary Security ID: Y8547N220

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.

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
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the terms in the ESPP are deemed not in the best interest of shareholders.</i>				
2	Approve Methods to Assess the Performance of Plan Participants Regarding Employee Share Purchase Plan	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the terms in the ESPP are deemed not in the best interest of shareholders.</i>				
3	Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the terms in the ESPP are deemed not in the best interest of shareholders.</i>				

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
<p><i>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.</i></p>					
5	Approve Methods to Assess the Performance of Plan Participants Regarding Stock Option Incentive Plan	Mgmt	For	Against	For
<p><i>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.</i></p>					
6	Approve Authorization of the Board to Handle All Matters Related to Stock Option Incentive Plan	Mgmt	For	Against	For
<p><i>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.</i></p>					
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
<p><i>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.</i></p>					
3	Elect Director Manoj Singh	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
4	Elect Director Sumantra Chakrabarti	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
5	Elect Director Vanitha Narayanan	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
6	Elect Director Paula Gold-Williams	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
7	Elect Director Nicoletta Giadrossi	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					

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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
9	Reappoint KNAV Limited as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
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
	<i>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.</i>				
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
	<i>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.</i>				
15	Amend Articles of Association	Mgmt	For	For	For

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
<p><i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i></p>					
4	Approve to Formulate Entrusted Financial Management System	Mgmt	For	For	For

Ryanair Holdings Plc

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
<p><i>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.</i></p>					
4a	Elect Eamonn Brennan as Director	Mgmt	For	For	For
<p><i>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.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4b	Elect Elisabeth Kostinger as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
4c	Elect Anne Nolan as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
4d	Re-elect Stan McCarthy as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4e	Re-elect Louise Phelan as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
4f	Re-elect Roisin Brennan as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
4g	Re-elect Michael Cawley as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4h	Re-elect Emer Daly as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
4i	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
4j	Re-elect Howard Millar as Director	Mgmt	For	Against	For
	<p><i>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.</i></p>				

Ryanair Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4k	Re-elect Michael O'Brien as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
4l	Re-elect Michael O'Leary as Director	Mgmt	For	For	For
	<p><i>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.</i></p>				
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Directors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>				
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>				
9	Authorise Market Purchase and/or Overseas Market Purchase of Ordinary Shares	Mgmt	For	For	For
10	Approve Proposed Purchase of Up to 300 Boeing 737-MAX-10 Aircraft	Mgmt	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
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Deep Kalra and Rajesh Magow is warranted for failing to establish a board on which a majority of the directors are independent directors and due to the company's lack of a formal nominating committee. A vote FOR Jianzhang (James) Liang is warranted.</i>					
4	Reelect Director Rajesh Magow	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Deep Kalra and Rajesh Magow is warranted for failing to establish a board on which a majority of the directors are independent directors and due to the company's lack of a formal nominating committee. A vote FOR Jianzhang (James) Liang is warranted.</i>					
5	Reelect Director James Jianzhang Liang	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Deep Kalra and Rajesh Magow is warranted for failing to establish a board on which a majority of the directors are independent directors and due to the company's lack of a formal nominating committee. A vote FOR Jianzhang (James) Liang is warranted.</i>					

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
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
1b	Elect Lv Xiang-yang as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
1c	Elect Xia Zuo-quan as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>					
	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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				
1e	Elect Zhang Min as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				
1f	Elect Yu Ling as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
2a	Elect Li Yong-zhao as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of supervisor nominees is warranted given the absence of any known issues concerning the nominees.</i>				
2b	Elect Zhu Ai-yun as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of supervisor nominees is warranted given the absence of any known issues concerning the nominees.</i>				
2c	Elect Huang Jiang-feng as Supervisor	SH	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of supervisor nominees is warranted given the absence of any known issues concerning the nominees.</i>				
3	Approve Remuneration of Directors	Mgmt	For	For	For
	<i>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.</i>				
4	Approve Remuneration of Supervisors	Mgmt	For	For	For
	<i>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.</i>				

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
	<i>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.</i>				

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
<i>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.</i>					
5	Amend Articles	Mgmt	For	For	For
<i>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.</i>					
6	Amend Article 30	Mgmt	For	For	For
<i>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.</i>					
7	Consolidate Bylaws	Mgmt	For	For	For
<i>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.</i>					

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

Country: China

Ticker: 002271

Record Date: 09/19/2023

Meeting Type: Special

Primary Security ID: Y07729109

Shares Voted: 246,767

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Draft and Summary of Performance Shares Incentive Plan (1)	Mgmt	For	Against	Against
	<i>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.</i>				
2	Approve Methods to Assess the Performance of Plan Participants (1)	Mgmt	For	Against	Against
	<i>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.</i>				
3	Approve Authorization of the Board to Handle All Related Matters	Mgmt	For	Against	Against
	<i>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.</i>				
4	Approve Draft and Summary of Performance Shares Incentive Plan (2)	Mgmt	For	Against	Against
	<i>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.</i>				
5	Approve Methods to Assess the Performance of Plan Participants (2)	Mgmt	For	Against	Against
	<i>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.</i>				
6	Approve Increase in Registered Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
7	Approve Amendments to Articles of Association	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				

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
	<i>Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this loan guarantee request.</i>				

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
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
4	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
5	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.2	Elect Ge Changxin as Director	SH	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.3	Elect Zhang Qiying as Director	SH	For	For	Against
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.4	Elect Wang Jinfa as Director	SH	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.5	Elect Zhang Rui as Director	SH	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.6	Elect Fan Yuanfeng as Director	SH	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.7	Elect Zhang Dawei as Director	SH	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
8.1	Elect Zhu Tao as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
8.2	Elect Liu Ying as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
8.4	Elect Shi Shaobin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
9.1	Elect Wang Limin as Supervisor	SH	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
9.2	Elect Zhai Yongjun as Supervisor	SH	For	For	Against
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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
	<i>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.</i>				
3	Reelect Renuka Ramnath as Director	Mgmt	For	Against	Against
	<i>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.</i>				
4	Approve Payment of Remuneration to Sanjai Vohra as Non-Executive Independent Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues.</i>				
5	Approve Payment of Remuneration to Pallavi Shardul Shroff as Non-Executive Independent Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues.</i>				

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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues.</i>					
7	Approve Payment of Remuneration to Vikram Bakshi as Non-Executive Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues.</i>					
8	Approve Remuneration Paid to Gregory Adam Foster as Non-Executive Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues.</i>					
9	Approve Managerial Remuneration Paid to Ajay Bijli as Managing Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the proposed executive remuneration.</i>					
10	Approve Managerial Remuneration Paid to Sanjeev Kumar as Executive Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the proposed executive remuneration.</i>					

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
<i>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.</i>					
3	Approve Deloitte Haskins & Sells LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
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
<p><i>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.</i></p>					

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
<p><i>Voting Policy Rationale: Item 2: Reelect Willem Albertus Hazeleger as Director A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 3: Reelect Arindam Kumar Bhattacharya as Director A vote AGAINST the following nominee is warranted because: * Arindam Kumar Bhattacharya has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i></p>					
3	Reelect Arindam Kumar Bhattacharya as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Item 2: Reelect Willem Albertus Hazeleger as Director A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 3: Reelect Arindam Kumar Bhattacharya as Director A vote AGAINST the following nominee is warranted because: * Arindam Kumar Bhattacharya has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					

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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Kabir Misra	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Maggie Wei Wu	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Kabir Misra	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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

Country: India

Ticker: 532187

Record Date: 08/25/2023

Meeting Type: Special

Primary Security ID: Y3990M134

Shares Voted: 235,575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
1	Reelect Sanjay Asher as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Item 1: A vote AGAINST the following nominee is warranted because: * Sanjay Asher 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 2: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.</i></p>					
2	Reelect Bhavna Doshi as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 1: A vote AGAINST the following nominee is warranted because: * Sanjay Asher 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 2: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.</i></p>					

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
<p><i>Voting Policy Rationale: A vote FOR these items is warranted because the company's payouts in recent years have fallen within a reasonable 30-100 percent range of net income, and there are no known concerns regarding the company's ability to distribute the proposed interim dividend.</i></p>					
1.2	Approve Cash Dividend to Be Paid on Oct. 16, 2023	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these items is warranted because the company's payouts in recent years have fallen within a reasonable 30-100 percent range of net income, and there are no known concerns regarding the company's ability to distribute the proposed interim dividend.</i></p>					
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
<p><i>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.</i></p>					
3	Elect Directors	Mgmt	For	Against	Against
<p><i>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.</i></p>					
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
1.1	APPROVE SHARE REPURCHASE PLAN Approve Purpose and Usage	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.</i></p>					
1.2	Approve Issue Type	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.</i></p>					
1.3	Approve Issue Manner	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.</i></p>					
1.4	Approve Repurchase Period	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.</i></p>					
1.5	Approve Price Range	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.</i></p>					
1.6	Approve Total Capital and Capital Source Used for the Share Repurchase	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.</i></p>					

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
<i>Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.</i>					
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
<i>Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.</i>					
1.9	Approve Authorization of Board to Handle All Related Matters	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.</i>					

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
<i>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.</i>					
2	Approve Methods to Assess the Performance of Plan Participants	Mgmt	For	Against	Against
<i>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.</i>					

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

Country: India

Ticker: 532215

Record Date: 09/22/2023

Meeting Type: Special

Primary Security ID: Y04875137

Shares Voted: 15,660,354

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot 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
1	Postal Ballot Elect Isha M. Ambani as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 1 and 2: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 3: A vote AGAINST this resolution is warranted as Anant Ambani's limited leadership/board experience of around six years, raises concerns on his potential contribution to the board.</i>					
2	Elect Akash M. Ambani as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 1 and 2: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 3: A vote AGAINST this resolution is warranted as Anant Ambani's limited leadership/board experience of around six years, raises concerns on his potential contribution to the board.</i>					
3	Elect Anant M. Ambani as Director	Mgmt	For	Against	For
<i>Voting Policy Rationale: Items 1 and 2: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 3: A vote AGAINST this resolution is warranted as Anant Ambani's limited leadership/board experience of around six years, raises concerns on his potential contribution to the board.</i>					

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 Shareholders	Mgmt			

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
1	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve New Comprehensive Agreement, Proposed Annual Caps and Related Transactions	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR Item 1 is warranted in view of the following: * the guarantee services and entrustment loans are mainly to provide financial support to China National Oil and Gas Exploration and Development Company Limited, a subsidiary that is equally held by the company and CNPC; and * the guarantees and loans to be provided by the group to jointly-held entities will be proportionate to its respective ownership, which is deemed fair and appropriate. A vote FOR Item 2 is warranted given the deposited funds are not intended to be used to extend financial services to affiliates of the controlling shareholder group and will only be utilized at the group's discretion.</i></p>					
2	Approve Financial Services Agreement, Proposed Annual Caps and Related Transactions	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR Item 1 is warranted in view of the following: * the guarantee services and entrustment loans are mainly to provide financial support to China National Oil and Gas Exploration and Development Company Limited, a subsidiary that is equally held by the company and CNPC; and * the guarantees and loans to be provided by the group to jointly-held entities will be proportionate to its respective ownership, which is deemed fair and appropriate. A vote FOR Item 2 is warranted given the deposited funds are not intended to be used to extend financial services to affiliates of the controlling shareholder group and will only be utilized at the group's discretion.</i></p>					
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
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
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
	<i>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).</i>				
5	Reelect Philippe Petitcolin as Director	Mgmt	For	For	For
	<i>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).</i>				
6	Elect Max Koeune as Director	Mgmt	For	For	For
	<i>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).</i>				

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Renew Appointment of Deloitte & Associates 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
<p><i>Voting Policy Rationale: Votes FOR these authorizations are warranted as the proposed volumes respect the recommended guidelines of 10/50-percent of the issued capital for issuances without/with preemptive rights and no other concerns were noted.</i></p>					
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
<p><i>Voting Policy Rationale: Votes FOR these authorizations are warranted as the proposed volumes respect the recommended guidelines of 10/50-percent of the issued capital for issuances without/with preemptive rights and no other concerns were noted.</i></p>					
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
<p><i>Voting Policy Rationale: Votes FOR these authorizations are warranted as the proposed volumes respect the recommended guidelines of 10/50-percent of the issued capital for issuances without/with preemptive rights and no other concerns were noted.</i></p>					
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
<p><i>Voting Policy Rationale: Votes FOR these authorizations are warranted as the proposed volumes respect the recommended guidelines of 10/50-percent of the issued capital for issuances without/with preemptive rights and no other concerns were noted.</i></p>					

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
<i>Voting Policy Rationale: Votes FOR these authorizations are warranted as the proposed volumes respect the recommended guidelines of 10/50-percent of the issued capital for issuances without/with preemptive rights and no other concerns were noted.</i>					
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
<i>Voting Policy Rationale: Votes FOR the employee stock purchase plans are warranted as their proposed volumes respect the recommended guidelines.</i>					
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the employee stock purchase plans are warranted as their proposed volumes respect the recommended guidelines.</i>					
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
1	EGM BALLOT FOR HOLDERS OF H SHARES 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 <i>Voting Policy Rationale: A vote FOR the re-election of independent non-executive director Luciana Rachid is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination. A vote AGAINST the re-election of Peter Botten is warranted as he is the deputy chair (and is intended to be the chair at the 2023 AGM) and female director representation on the board stands at 17 percent, which does not meet the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 index to have at least 30 percent of each gender represented on the board. While the company has an objective of achieving 30-percent female participation by 2025 at board level, it has been slow to achieve its target. In addition, Mr Botten is classified as overboarded under ISS policy.</i>	Mgmt	For	For	For
2	Elect Peter Botten as Director <i>Voting Policy Rationale: A vote FOR the re-election of independent non-executive director Luciana Rachid is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination. A vote AGAINST the re-election of Peter Botten is warranted as he is the deputy chair (and is intended to be the chair at the 2023 AGM) and female director representation on the board stands at 17 percent, which does not meet the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 index to have at least 30 percent of each gender represented on the board. While the company has an objective of achieving 30-percent female participation by 2025 at board level, it has been slow to achieve its target. In addition, Mr Botten is classified as overboarded under ISS policy.</i>	Mgmt	For	Against	For
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

Country: Australia

Ticker: FAL

Record Date: 11/26/2023

Meeting Type: Annual

Primary Security ID: Q3R899101

Shares Voted: 315,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Katina Law as Director	Mgmt	For	For	For
3	Approve Issuance of Options to Mark Bennett	Mgmt	None	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted. While the premium exercise price hurdle appears to be sufficiently rigorous and demanding, the vesting schedule of the incentive securities granted by the company is not in line with local market standards, which recommend substantial vesting only after at least three years. In addition, the grant of equity to non-executive directors is not considered acceptable under Australian investor guidelines as it may impair the non-executive directors' ability to act in the long-term best interests of the company.</i></p>					
4	Approve Issuance of Options to Tim Markwell	Mgmt	None	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted. While the premium exercise price hurdle appears to be sufficiently rigorous and demanding, the vesting schedule of the incentive securities granted by the company is not in line with local market standards, which recommend substantial vesting only after at least three years. In addition, the grant of equity to non-executive directors is not considered acceptable under Australian investor guidelines as it may impair the non-executive directors' ability to act in the long-term best interests of the company.</i></p>					
5	Approve Issuance of Options to Alex Dorsch	Mgmt	None	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted. While the premium exercise price hurdle appears to be sufficiently rigorous and demanding, the vesting schedule of the incentive securities granted by the company is not in line with local market standards, which recommend substantial vesting only after at least three years. In addition, the grant of equity to non-executive directors is not considered acceptable under Australian investor guidelines as it may impair the non-executive directors' ability to act in the long-term best interests of the company.</i></p>					
6	Approve Issuance of Options to Katina Law	Mgmt	None	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted. While the premium exercise price hurdle appears to be sufficiently rigorous and demanding, the vesting schedule of the incentive securities granted by the company is not in line with local market standards, which recommend substantial vesting only after at least three years. In addition, the grant of equity to non-executive directors is not considered acceptable under Australian investor guidelines as it may impair the non-executive directors' ability to act in the long-term best interests of the company.</i></p>					
7	Approve Employee Securities Incentive Plan	Mgmt	For	For	For
8	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. Whilst the company has provided a specific, compelling reason for seeking the authority, the company does not appear to have an immediate need for such additional authority based on its short-term expected cash outflows. The company's cash position as at the quarter ended 30 September 2023 is \$16.1 million, which is estimated to be adequate for more than a year.</i></p>					

Anjoy Foods Group Co., Ltd.

Meeting Date: 11/29/2023

Country: China

Ticker: 603345

Record Date: 11/22/2023

Meeting Type: Special

Primary Security ID: Y265F3109

Anjoy Foods Group Co., Ltd.

Shares Voted: 1,628,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Stock Option Incentive Plan and Its Summary	Mgmt	For	Against	For
<i>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.</i>					
2	Approve Adjustment of Allowance of Independent Directors	Mgmt	For	For	For
3	Amend Corporate Governance Systems	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>					

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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the Scheme are reasonable.</i>					
2	Approve Grant of Share Options to Management Grantees under the Share Option Scheme and Related Transactions	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the Scheme are reasonable.</i>					
3	Approve Whitewash Waiver and Related Transactions	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the Scheme are reasonable.</i>					

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

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
<i>Voting Policy Rationale: A vote FOR the re-election or election of David Wilton, Deborah Kemp, Richard Gray, Richard Fairman, Ben Jacklin, Robin Alfonso and Joanne Shaw is warranted because no significant concerns have been identified.</i>					
5	Re-elect Deborah Kemp as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the re-election or election of David Wilton, Deborah Kemp, Richard Gray, Richard Fairman, Ben Jacklin, Robin Alfonso and Joanne Shaw is warranted because no significant concerns have been identified.</i>					
6	Re-elect Richard Gray as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the re-election or election of David Wilton, Deborah Kemp, Richard Gray, Richard Fairman, Ben Jacklin, Robin Alfonso and Joanne Shaw is warranted because no significant concerns have been identified.</i>					
7	Re-elect Richard Fairman as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the re-election or election of David Wilton, Deborah Kemp, Richard Gray, Richard Fairman, Ben Jacklin, Robin Alfonso and Joanne Shaw is warranted because no significant concerns have been identified.</i>					
8	Re-elect Ben Jacklin as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the re-election or election of David Wilton, Deborah Kemp, Richard Gray, Richard Fairman, Ben Jacklin, Robin Alfonso and Joanne Shaw is warranted because no significant concerns have been identified.</i>					
9	Re-elect Robin Alfonso as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the re-election or election of David Wilton, Deborah Kemp, Richard Gray, Richard Fairman, Ben Jacklin, Robin Alfonso and Joanne Shaw is warranted because no significant concerns have been identified.</i>					
10	Elect Joanne Shaw as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the re-election or election of David Wilton, Deborah Kemp, Richard Gray, Richard Fairman, Ben Jacklin, Robin Alfonso and Joanne Shaw is warranted because no significant concerns have been identified.</i>					
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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
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

Country: Brazil

Ticker: PETR4

Record Date: 11/09/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: P78331140

Shares Voted: 4,152,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders Amend Articles and Consolidate Bylaws	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this request is warranted because: * The company has bundled unrelated bylaw amendments under a single agenda item, thus preventing shareholders from voting on each proposed change individually; * There are material governance concerns regarding the proposed changes to the eligibility rules for administrators, as well as the creation of a new statutory reserve; and * Independent board members elected by minority shareholders raised concerns regarding the proposed changes.</i>					
2	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	Mgmt	None	For	For

Axis Bank Limited

Meeting Date: 12/01/2023

Country: India

Ticker: 532215

Record Date: 10/27/2023

Meeting Type: Special

Primary Security ID: Y0487S137

Shares Voted: 14,010,737

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot 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 MXCFF10U0002	Mgmt			

FIBRA Macquarie Mexico

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Business 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
<p><i>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.</i></p>					
2	Ordinary Business 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
<p><i>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.</i></p>					
3	Ordinary and Extraordinary Business Authorize Board to Ratify and Execute Approved Resolutions	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
<p><i>Voting Policy Rationale: A vote FOR these administrative proposals is warranted.</i></p>					
2	Consolidate Bylaws	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these administrative proposals is warranted.</i></p>					

Barry Callebaut AG

Meeting Date: 12/06/2023 **Country:** Switzerland **Ticker:** BARN
Record Date: **Meeting Type:** Annual
Primary Security ID: H05072105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Annual Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these routine items are warranted.</i>				
1.2	Approve Remuneration Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Only limited ex-post disclosure is provided to explain the evolution of variable payouts relative to company as well as individual performance. * During the year, new executives received sign-on bonuses as well as guaranteed STI payouts without an accompanying and compelling explanation. * The base salary for the new CEO appears to have been set well above his predecessor without a detailed explanation.</i>				
1.3	Accept Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these routine items are warranted.</i>				
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
	<i>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.</i>				
4.1.2	Reelect Markus Neuhaus as Director	Mgmt	For	Against	Against
	<i>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.</i>				
4.1.3	Reelect Fernando Aguirre as Director	Mgmt	For	For	For
	<i>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.</i>				
4.1.4	Reelect Nicolas Jacobs as Director	Mgmt	For	For	For
	<i>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.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.5	Reelect Tim Minges as Director	Mgmt	For	Against	Against
	<p><i>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 Maeseire 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.</i></p>				
4.1.6	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For	For
	<p><i>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 Maeseire 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.</i></p>				
4.1.7	Reelect Yen Tan as Director	Mgmt	For	For	For
	<p><i>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 Maeseire 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.</i></p>				
4.1.8	Reelect Thomas Intrator as Director	Mgmt	For	For	For
	<p><i>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 Maeseire 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.</i></p>				
4.2	Elect Mauricio Graber as Director	Mgmt	For	For	For
	<p><i>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 Maeseire 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.</i></p>				
4.3	Reelect Patrick De Maeseire as Board Chair	Mgmt	For	For	For
	<p><i>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 Maeseire 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.</i></p>				
4.4.1	Reappoint Fernando Aguirre as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	<p><i>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 Maeseire 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.</i></p>				

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
<p><i>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 Maeseire 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.</i></p>					
4.4.3	Reappoint Yen Tan as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
<p><i>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 Maeseire 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.</i></p>					
4.4.4	Appoint Mauricio Graber as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
<p><i>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 Maeseire 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.</i></p>					
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
<p><i>Voting Policy Rationale: Fixed compensation (Item 5.2) A vote FOR this item is warranted because the proposal appears to be broadly in line with market practice. Variable compensation (Item 5.3) A vote AGAINST this proposal is warranted because: * The amount requested is significantly higher than last year and there is a lack of transparency to explain variable pay outcomes as well as the grant of sign-on bonuses.</i></p>					
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Fixed compensation (Item 5.2) A vote FOR this item is warranted because the proposal appears to be broadly in line with market practice. Variable compensation (Item 5.3) A vote AGAINST this proposal is warranted because: * The amount requested is significantly higher than last year and there is a lack of transparency to explain variable pay outcomes as well as the grant of sign-on bonuses.</i></p>					
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles Re: Share Register	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements.</i></p>					
6.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements.</i></p>					

Barry Callebaut AG

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
<i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements.</i>					
6.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements.</i>					
6.7	Amend Articles Re: Electronic Communication	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements.</i>					
7	Transact Other Business (Voting)	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>					

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
1	Postal Ballot 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
1	Postal Ballot Amend Object Clause of the Memorandum of Association	Mgmt	For	For	For

Meeting Date: 12/07/2023

Country: United Kingdom

Ticker: YOU

Record Date: 12/05/2023

Meeting Type: Annual

Primary Security ID: G9875S112

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
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of Shalini Govil-Pai, Steve Hatch, Devesh Mishra, Sundip Chahal, Rosemary Leith, Ashley Martin, Alex McIntosh, Andrea Newman, Nick Prettejohn and Stephan Shakespeare is warranted because no significant concerns have been identified.</i></p>					
7	Elect Steve Hatch as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of Shalini Govil-Pai, Steve Hatch, Devesh Mishra, Sundip Chahal, Rosemary Leith, Ashley Martin, Alex McIntosh, Andrea Newman, Nick Prettejohn and Stephan Shakespeare is warranted because no significant concerns have been identified.</i></p>					
8	Elect Devesh Mishra as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of Shalini Govil-Pai, Steve Hatch, Devesh Mishra, Sundip Chahal, Rosemary Leith, Ashley Martin, Alex McIntosh, Andrea Newman, Nick Prettejohn and Stephan Shakespeare is warranted because no significant concerns have been identified.</i></p>					
9	Re-elect Sundip Chahal as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of Shalini Govil-Pai, Steve Hatch, Devesh Mishra, Sundip Chahal, Rosemary Leith, Ashley Martin, Alex McIntosh, Andrea Newman, Nick Prettejohn and Stephan Shakespeare is warranted because no significant concerns have been identified.</i></p>					
10	Re-elect Rosemary Leith as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of Shalini Govil-Pai, Steve Hatch, Devesh Mishra, Sundip Chahal, Rosemary Leith, Ashley Martin, Alex McIntosh, Andrea Newman, Nick Prettejohn and Stephan Shakespeare is warranted because no significant concerns have been identified.</i></p>					
11	Re-elect Ashley Martin as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of Shalini Govil-Pai, Steve Hatch, Devesh Mishra, Sundip Chahal, Rosemary Leith, Ashley Martin, Alex McIntosh, Andrea Newman, Nick Prettejohn and Stephan Shakespeare is warranted because no significant concerns have been identified.</i></p>					
12	Re-elect Alexander McIntosh as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of Shalini Govil-Pai, Steve Hatch, Devesh Mishra, Sundip Chahal, Rosemary Leith, Ashley Martin, Alex McIntosh, Andrea Newman, Nick Prettejohn and Stephan Shakespeare is warranted because no significant concerns have been identified.</i></p>					
13	Re-elect Andrea Newman as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of Shalini Govil-Pai, Steve Hatch, Devesh Mishra, Sundip Chahal, Rosemary Leith, Ashley Martin, Alex McIntosh, Andrea Newman, Nick Prettejohn and Stephan Shakespeare is warranted because no significant concerns have been identified.</i></p>					

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
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of Shalini Govil-Pai, Steve Hatch, Devesh Mishra, Sundip Chahal, Rosemary Leith, Ashley Martin, Alex McIntosh, Andrea Newman, Nick Prettejohn and Stephan Shakespeare is warranted because no significant concerns have been identified.</i></p>					
15	Re-elect Stephan Shakespeare as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the election/re-election of Shalini Govil-Pai, Steve Hatch, Devesh Mishra, Sundip Chahal, Rosemary Leith, Ashley Martin, Alex McIntosh, Andrea Newman, Nick Prettejohn and Stephan Shakespeare is warranted because no significant concerns have been identified.</i></p>					
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
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 Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Off-Market Purchase of Ordinary Shares in Connection with the Exchange Offer	Mgmt	For	Against	
<p><i>Voting Policy Rationale: Votes AGAINST these Items are warranted, because: * The proposed share exchange plan allows for unequal treatment of shareholders based on their jurisdiction. * The proposed unequal treatment of shareholders is not sufficiently justified by the company.</i></p>					
2	Amend Articles of Association	Mgmt	For	Against	
<p><i>Voting Policy Rationale: Votes AGAINST these Items are warranted, because: * The proposed share exchange plan allows for unequal treatment of shareholders based on their jurisdiction. * The proposed unequal treatment of shareholders is not sufficiently justified by the company.</i></p>					

Polymetal International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Authorise the Company to Hold Repurchased Ordinary Shares Pursuant to the Exchange Offer as Treasury Shares	Mgmt	For	Against	
<p><i>Voting Policy Rationale: Votes AGAINST these Items are warranted, because: * The proposed share exchange plan allows for unequal treatment of shareholders based on their jurisdiction. * The proposed unequal treatment of shareholders is not sufficiently justified by the company.</i></p>					

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
1	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Share Option Incentive Scheme for 2023 (Draft) and Its Summary	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the terms of the proposed 2023 SOS are reasonable.</i></p>					
2	Approve Administrative Measures for Implementation of Appraisal for the Share Option Incentive Scheme	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the terms of the proposed 2023 SOS are reasonable.</i></p>					
3	Approve Authorization to the Board of Directors to Handle Matters Relating to the Share Option Incentive Scheme	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the terms of the proposed 2023 SOS are reasonable.</i></p>					
4	Approve Employee Stock Ownership Scheme for 2023 (Draft) and Its Summary	Mgmt	For	For	For
<p><i>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.</i></p>					
5	Approve Administrative Policy of the Employee Stock Ownership Scheme	Mgmt	For	For	For
<p><i>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.</i></p>					
6	Approve Authorization to the Board of Directors to Handle Matters Relating to the Employee Stock Ownership Scheme	Mgmt	For	For	For
<p><i>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.</i></p>					

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
1	CLASS MEETING FOR HOLDERS OF H SHARES Approve Share Option Incentive Scheme for 2023 (Draft) and Its Summary	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the proposed 2023 SOS is reasonable.</i>					
2	Approve Administrative Measures for Implementation of Appraisal for the Share Option Incentive Scheme	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the proposed 2023 SOS is reasonable.</i>					
3	Approve Authorization to the Board of Directors to Handle Matters Relating to the Share Option Incentive Scheme	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the proposed 2023 SOS is reasonable.</i>					

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	Mgmt			

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
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
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
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
3	Approve Remuneration Policy	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of the following concerns: * The proposed policy 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.</i>					
3.1	Counterproposals by Shareholders to Item 3	SH	Against	Against	Against
<i>Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.</i>					
4.1	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	None	Refer	For
<i>Voting Policy Rationale: These items are to verify shareholder information and are not a management proposal, hence a vote recommendation is not contemplated.</i>					
4.2a	Voting Party is a Third Party Intermediary	Mgmt	None	Refer	For
<i>Voting Policy Rationale: These items are to verify shareholder information and are not a management proposal, hence a vote recommendation is not contemplated.</i>					
4.2b	Third Party Intermediary is Authorised to Give Instructions on Behalf of Beneficial Owner of GDRs and Undertakes to Obtain and Provide Evidence of Such Authorisation to NLB and/or the Depository Upon Their Request	Mgmt	None	Refer	For
<i>Voting Policy Rationale: These items are to verify shareholder information and are not a management proposal, hence a vote recommendation is not contemplated.</i>					

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

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
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>					
3	Approve Remuneration of Directors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted due to lack of sufficient disclosure.</i>					
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
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>					
ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt			
6.1	Elect CUI SHAN as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
6.2	Elect Zhang Kehua as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
6.3	Elect Wang Jianxin as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
6.4	Elect Xue Anke as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt			
7.1	Elect Chen Xin as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
7.2	Elect Shen Haiqiang as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
7.3	Elect Xu Chao as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt			

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
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
8.2	Elect Wang Chenqi as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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

Proposal Number	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
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
3	Approve Remuneration of Directors	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted due to lack of sufficient disclosure.</i>				
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
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>				
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
6.1	Elect CUI SHAN as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
6.2	Elect Zhang Kehua as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
6.3	Elect Wang Jianxin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
6.4	Elect Xue Anke as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.2	Elect Shen Haiqiang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
7.3	Elect Xu Chao as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
8.1	Elect Liang Qiaochu as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				
8.2	Elect Wang Chenqi as Supervisor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Thomas F. Kelly	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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

Shares Voted: 31,410

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1a	Open Meeting	Mgmt			
1b	Receive Announcements	Mgmt			
2a	Elect L.M. Morant to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
2b	Elect P. de Wit to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
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
<i>Voting Policy Rationale: Votes FOR these proposals are warranted because there is no evidence that the personally liable partner and supervisory board have not fulfilled their fiduciary duties.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted because there is no evidence that the personally liable partner and supervisory board have not fulfilled their fiduciary duties.</i>					
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
<i>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.</i>					

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
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director William C. Fisher	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Michael J. Happe	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Staci L. Kroon	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
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

China Life Insurance Company Limited

Shares Voted: 4,349,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Elect Liu Hui as Director	Mgmt	For	For	For
	<i>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.</i>				
2	Elect Ruan Qi as Director	Mgmt	For	For	For
	<i>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.</i>				
3	Elect Li Bing as Director	Mgmt	For	For	For
	<i>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.</i>				
4	Approve Project Huizhi	SH	For	For	For
	<i>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.</i>				
5	Approve Issuance of Capital Supplementary Bonds	SH	For	For	For
	<i>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.</i>				

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
1	Court-Ordered Meeting 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

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
	<i>Voting Policy Rationale: A vote AGAINST is warranted because: * the new notice period may be too short, which reduces the likelihood of independent directors attending the meeting, and therefore reduce independent oversight of board resolutions; and * the amendment might hinder the independent director's authority to oversee the board and company's operations.</i>				
2.1	AMEND CORPORATE GOVERNANCE SYSTEM	Mgmt			
2.1	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
2.2	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
2.3	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
2.4	Amend Working System for Independent Directors	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
2.5	Amend Management System for Providing External Investments	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
2.6	Amend Management System for Providing External Guarantees	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
2.7	Amend Related-Party Transaction Management System	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				

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

Hainan Meilan International Airport Company Limited

Shares Voted: 204,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve 2023 Supplemental Parent Company Domestic Shares Subscription Agreement	Mgmt	For	For	For
	<p><i>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.</i></p>				
2	Approve Extension of the Validity Period of the Resolutions in Relation to the Parent Company Subscription	Mgmt	For	For	For
	<p><i>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.</i></p>				
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
	<p><i>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.</i></p>				
4	Approve Extension of the Authorization to the Board to Deal with and Complete the Parent Company Subscription	Mgmt	For	For	For
	<p><i>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.</i></p>				
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
	<p><i>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.</i></p>				

Hainan Meilan International Airport Company Limited

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
<p><i>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.</i></p>					
7	Approve AOA Consequential Amendments	Mgmt	For	For	For
<p><i>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.</i></p>					
8	Approve Proposals Put Forward by Any Shareholder(s) Holding Three Percent or More of the Shares Entitled to Vote	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information.</i></p>					

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
1	CLASS MEETING FOR HOLDERS OF H SHARES Approve 2023 Supplemental Parent Company Domestic Shares Subscription Agreement	Mgmt	For	For	For
<p><i>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.</i></p>					

Hainan Meilan International Airport Company Limited

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
	<p><i>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.</i></p>				
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
	<p><i>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.</i></p>				
4	Approve Extension of the Authorization to the Board to Deal with and Complete the Parent Company Subscription	Mgmt	For	For	For
	<p><i>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.</i></p>				
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
	<p><i>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.</i></p>				
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
	<p><i>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.</i></p>				

Hainan Meilan International Airport Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve AOA Consequential Amendments	Mgmt	For	For	For
<p><i>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.</i></p>					
8	Approve Proposals Put Forward by Any Shareholder(s) Holding Three Percent or More of the Shares Entitled to Vote	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information.</i></p>					

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			
<p><i>Voting Policy Rationale: A vote AGAINST Item 1 is warranted given the name of the nominee is not disclosed.</i></p>					
1.1	Elect Sanjay Kapoor as Director	Mgmt	For	Against	
<p><i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i></p>					
1.2	Elect Priyank Sharma as Director	Mgmt	For	Against	
<p><i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i></p>					
1.3	Elect Suresh Chand Garg as Director	Mgmt	For	Against	
<p><i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i></p>					
1.4	Elect Kartar Singh Chauhan as Director	Mgmt	For	Against	
<p><i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i></p>					
1.5	Elect Nina Nagpal as Director	Mgmt	For	Against	
<p><i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i></p>					
1.6	Elect Rameshwar Prasad Vijay as Director	Mgmt	For	Against	
<p><i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i></p>					

Bank of Baroda

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Jayesh Kumar Shah as Director	Mgmt	For	Against	
	<i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i>				
1.8	Elect Vishal Thakkar as Director	Mgmt	For	Against	
	<i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i>				

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			
	<i>Voting Policy Rationale: A vote AGAINST Item 1 is warranted given the name of the nominee is not disclosed.</i>				
1.1	Elect Sanjay Kapoor as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i>				
1.2	Elect Priyank Sharma as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i>				
1.3	Elect Suresh Chand Garg as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i>				
1.4	Elect Kartar Singh Chauhan as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i>				
1.5	Elect Nina Nagpal as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i>				
1.6	Elect Rameshwar Prasad Vijay as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i>				
1.7	Elect Jayesh Kumar Shah as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i>				
1.8	Elect Vishal Thakkar as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote against these resolutions is warranted given the lack of relevant disclosure regarding the nominees' background and work experience.</i>				

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.

Shares Voted: 49,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Draft and Summary of Performance Share Incentive Plan	Mgmt	For	Against	Against
	<i>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.</i>				
2	Approve Methods to Assess the Performance of Plan Participants	Mgmt	For	Against	Against
	<i>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.</i>				
3	Approve Authorization of the Board to Handle All Related Matters	Mgmt	For	Against	Against
	<i>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.</i>				
4	Approve Completion of Raised Funds Investment Projects and Use of Excess Raised Funds to Replenish Working Capital	Mgmt	For	For	For
5	Approve Capital Injection and Related Party Transaction	Mgmt	For	Against	For
	<i>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.</i>				
6	Approve Joint Investment and Establishment of Joint Stock Companies and Related Transactions with Related Parties	Mgmt	For	For	For
7	Approve Provision of Guarantee	Mgmt	For	Against	Against
	<i>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.</i>				
8	Amend Articles of Association and Related Annexes	Mgmt	For	For	For

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			

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
<i>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.</i>					
3	Amend Rules of Procedures of the Board of Directors	Mgmt	For	For	For
<i>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.</i>					
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
<i>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.</i>					
3	Amend Working System for Independent Directors	Mgmt	For	Against	Against
<i>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.</i>					
4	Amend Decision-making System for Related-Party Transaction	Mgmt	For	Against	Against
<i>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.</i>					
5	Amend Decision Management System for Providing External Guarantees	Mgmt	For	Against	Against
<i>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.</i>					
6	Amend Management System for Raised Funds	Mgmt	For	Against	Against
<i>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.</i>					

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