

VOTE SUMMARY REPORT

Date range covered : 07/01/2022 to 06/30/2023

Voting Statistics

	Total	Percent
Votable Meetings	218	
Meetings Voted	211	96.79%
Meetings with One or More Votes Against Management	103	47.25%
Votable Ballots	224	
Ballots Voted	215	95.98%

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

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	2529		15		2544	
Proposals Voted	2429	96.05%	9	60.00%	2438	95.83%
FOR Votes	2150	85.01%	5	33.33%	2155	84.71%
AGAINST Votes	212	8.38%	2	13.33%	214	8.41%
ABSTAIN Votes	2	0.08%	0	0.00%	2	0.08%
WITHHOLD Votes	23	0.91%	2	13.33%	25	0.98%
Votes WITH Management	2194	86.75%	7	46.67%	2201	86.52%
Votes AGAINST Management	235	9.29%	2	13.33%	237	9.32%

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

Proposal Statistics

	Votable Proposals		Proposals Voted		Management Proposals		Shareholder Proposals		Votes Against Management	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Audit Related	189	7.43%	180	7.08%	186	7.31%	3	0.12%	8	0.31%
Capitalization	183	7.19%	176	6.92%	183	7.19%	0	0.00%	18	0.71%
Company Articles	61	2.40%	60	2.36%	60	2.36%	1	0.04%	4	0.16%
Compensation	368	14.47%	347	13.64%	367	14.43%	1	0.04%	96	3.77%
Corporate Governance	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Director Election	1258	49.45%	1206	47.41%	1254	49.29%	4	0.16%	70	2.75%
Director Related	176	6.92%	167	6.56%	175	6.88%	1	0.04%	15	0.59%
E&S Blended	2	0.08%	2	0.08%	2	0.08%	0	0.00%	0	0.00%
Environmental	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Miscellaneous	5	0.20%	4	0.16%	3	0.12%	2	0.08%	1	0.04%
Mutual Funds	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Research	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Non-Routine Business	8	0.31%	8	0.31%	8	0.31%	0	0.00%	0	0.00%
Routine Business	237	9.32%	233	9.16%	237	9.32%	0	0.00%	19	0.75%
Social	14	0.55%	13	0.51%	11	0.43%	3	0.12%	2	0.08%
Strategic Transactions	11	0.43%	11	0.43%	11	0.43%	0	0.00%	0	0.00%
Takeover Related	32	1.26%	31	1.22%	32	1.26%	0	0.00%	4	0.16%
Total	2544	100.00%	2438	95.83%	2529	99.41%	15	0.59%	237	9.32%

Pets At Home Group Plc

Meeting Date: 07/07/2022

Country: United Kingdom

Ticker: PETS

Meeting Type: Annual

Meeting ID: 1662667

Primary ISIN: GB00BJ62K685

Pets At Home Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
3	Approve Final Dividend	Mgmt	Yes	For	No
4A	Re-elect Mike Iddon as Director	Mgmt	Yes	For	No
4B	Re-elect Dennis Millard as Director	Mgmt	Yes	For	No
4C	Re-elect Sharon Flood as Director	Mgmt	Yes	For	No
4D	Re-elect Stanislas Laurent as Director	Mgmt	Yes	For	No
4E	Re-elect Susan Dawson as Director	Mgmt	Yes	For	No
4F	Re-elect Ian Burke as Director	Mgmt	Yes	For	No
4G	Re-elect Zarin Patel as Director	Mgmt	Yes	For	No
5	Elect Lyssa McGowan as Director	Mgmt	Yes	For	No
6	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: .</i>					
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: .</i>					
8	Authorise Issue of Equity	Mgmt	Yes	For	No
9	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

LondonMetric Property Plc

Meeting Date: 07/13/2022

Country: United Kingdom

Ticker: LMP

Meeting Type: Annual

Meeting ID: 1663955

Primary ISIN: GB00B4WFW713

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
3	Reappoint Deloitte LLP as Auditors	Mgmt	Yes	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
5	Re-elect Patrick Vaughan as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Less than 33% of the board are female directors.</i>					
6	Re-elect Andrew Jones as Director	Mgmt	Yes	For	No
7	Re-elect Martin McGann as Director	Mgmt	Yes	For	No
8	Re-elect James Dean as Director	Mgmt	Yes	For	No
9	Re-elect Rosalyn Wilton as Director	Mgmt	Yes	For	No
10	Re-elect Andrew Livingston as Director	Mgmt	Yes	For	No
11	Re-elect Suzanne Avery as Director	Mgmt	Yes	For	No
12	Re-elect Robert Fowlds as Director	Mgmt	Yes	For	No
13	Re-elect Katerina Patmore as Director	Mgmt	Yes	For	No
14	Elect Alistair Elliott as Director	Mgmt	Yes	For	No
15	Authorise Issue of Equity	Mgmt	Yes	For	No
16	Authorise Board to Offer Scrip Dividend	Mgmt	Yes	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

Box, Inc.

Meeting Date: 07/14/2022

Country: USA

Ticker: BOX

Meeting Type: Annual

Meeting ID: 1657420

Primary ISIN: US10316T1043

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Kim Hammonds *Withdrawn Resolution*	Mgmt	No		
1b	Elect Director Dan Levin	Mgmt	Yes	For	No
<i>Blended Rationale: Votes AGAINST incumbent directors Bethany Mayer and Daniel (Dan) Levin are warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights.</i>					
1c	Elect Director Bethany Mayer	Mgmt	Yes	For	No
<i>Blended Rationale: Votes AGAINST incumbent directors Bethany Mayer and Daniel (Dan) Levin are warranted given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

RS Group Plc

Meeting Date: 07/14/2022

Country: United Kingdom

Ticker: RS1

Meeting Type: Annual

Meeting ID: 1655423

Primary ISIN: GB0003096442

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Policy	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The proposed one/off LTIP is too generous at potentially 750% of salary</i>					
3	Approve Remuneration Report	Mgmt	Yes	For	No
<i>Blended Rationale: A vote FOR this item is considered warranted, but is not without concern: - The Executive Directors received a 9% salary increase for FY2022/23, compared to an average workforce increase of 4.8%. The main reasons for support are: - The resulting salary levels are not considered excessive for a company of this size; and - No other material concerns regarding the Company's remuneration practices have been identified in respect of the year under review.</i>					
4	Approve Final Dividend	Mgmt	Yes	For	No
5	Elect Alex Baldock as Director	Mgmt	Yes	For	No
6	Elect Navneet Kapoor as Director	Mgmt	Yes	For	No
7	Re-elect Louisa Burdett as Director	Mgmt	Yes	For	No
8	Re-elect David Egan as Director	Mgmt	Yes	For	No
9	Re-elect Rona Fairhead as Director	Mgmt	Yes	For	No
10	Re-elect Bessie Lee as Director	Mgmt	Yes	For	No

RS Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
11	Re-elect Simon Pryce as Director	Mgmt	Yes	For	No
12	Re-elect Lindsley Ruth as Director	Mgmt	Yes	For	No
13	Re-elect David Sleath as Director	Mgmt	Yes	For	No
14	Re-elect Joan Wainwright as Director	Mgmt	Yes	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	No
18	Authorise Issue of Equity	Mgmt	Yes	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No
23	Approve Long-Term Incentive Plan	Mgmt	Yes	For	No

Halma Plc

Meeting Date: 07/21/2022

Country: United Kingdom

Ticker: HLMA

Meeting Type: Annual

Meeting ID: 1664628

Primary ISIN: GB0004052071

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Final Dividend	Mgmt	Yes	For	No
3	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Executive directors received significant Increases to their salaries and potential bonus and LTIP awards</i>					
4	Elect Sharmila Nebhrajani as Director	Mgmt	Yes	For	No
5	Re-elect Dame Louise Makin as Director	Mgmt	Yes	For	No
6	Re-elect Andrew Williams as Director	Mgmt	Yes	For	No
7	Re-elect Marc Ronchetti as Director	Mgmt	Yes	For	No
8	Re-elect Jennifer Ward as Director	Mgmt	Yes	For	No

Halma Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
9	Re-elect Carole Cran as Director	Mgmt	Yes	For	No
10	Re-elect Jo Harlow as Director	Mgmt	Yes	For	No
<i>Blended Rationale: We voted for last year's pay increases</i>					
11	Re-elect Dharmash Mistry as Director	Mgmt	Yes	For	No
12	Re-elect Tony Rice as Director	Mgmt	Yes	For	No
13	Re-elect Roy Twite as Director	Mgmt	Yes	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
16	Approve Employee Share Plan	Mgmt	Yes	For	No
17	Approve Long-Term Incentive Plan	Mgmt	Yes	For	No
18	Authorise Issue of Equity	Mgmt	Yes	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

QinetiQ Group plc

Meeting Date: 07/21/2022

Country: United Kingdom

Ticker: QQ

Meeting Type: Annual

Meeting ID: 1663935

Primary ISIN: GB00B0WMWD03

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
3	Approve Final Dividend	Mgmt	Yes	For	No
4	Elect Carol Borg as Director	Mgmt	Yes	For	No
5	Re-elect Lynn Brubaker as Director	Mgmt	Yes	For	No
6	Re-elect Michael Harper as Director	Mgmt	Yes	For	No

QinetiQ Group plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
7	Re-elect Shonaid Jemmett-Page as Director	Mgmt	Yes	For	No
<i>Blended Rationale: Director's other commitments are investment trusts and private companies which should be less time-consuming than trading companies; we understand that the director will be standing down from one of her roles as well.</i>					
8	Re-elect Neil Johnson as Director	Mgmt	Yes	For	No
9	Re-elect Sir Gordon Messenger as Director	Mgmt	Yes	For	No
10	Elect Lawrence Prior III as Director	Mgmt	Yes	For	No
11	Re-elect Susan Searle as Director	Mgmt	Yes	For	No
12	Re-elect Steve Wadey as Director	Mgmt	Yes	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	No
16	Authorise Issue of Equity	Mgmt	Yes	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

Iluka Resources Limited

Meeting Date: 07/22/2022

Country: Australia

Ticker: ILU

Meeting Type: Extraordinary Shareholders

Meeting ID: 1665134

Primary ISIN: AU000000ILU1

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve the Demerger	Mgmt	Yes	For	No

SATS Ltd.

Meeting Date: 07/22/2022

Country: Singapore

Ticker: S58

Meeting Type: Annual

Meeting ID: 1666208

Primary ISIN: SG1I52882764

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	Yes	For	No
2	Elect Euleen Goh Yiu Kiang as Director	Mgmt	Yes	For	No
3	Elect Achal Agarwal as Director	Mgmt	Yes	For	No
4	Elect Yap Kim Wah as Director	Mgmt	Yes	For	No
5	Elect Jenny Lee Hong Wei as Director	Mgmt	Yes	For	No
6	Elect Kerry Mok Tee Heong as Director	Mgmt	Yes	For	No
7	Approve Directors' Fees	Mgmt	Yes	For	No
8	Approve KPMG LLP Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	No
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive dilution with pre-emptive rights.</i>					
10	Approve Grant of Awards and Issuance of Shares Under the SATS Performance Share Plan and/or the SATS Restricted Share Plan	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive dilution.LTIP vesting period is less than 3 years</i>					
11	Approve Mandate for Interested Person Transactions	Mgmt	Yes	For	No
12	Authorize Share Repurchase Program	Mgmt	Yes	For	No
13	Approve Euleen Goh Yiu Kiang to Continue Office as Independent Director for Purposes of Rule 210(5) (d)(iii)(A) of the Listing Manual of the SGX-ST	Mgmt	Yes	For	No
14	Approve Euleen Goh Yiu Kiang to Continue Office as Independent Director for Purposes of Rule 210(5) (d)(iii)(B) of the Listing Manual of the SGX-ST	Mgmt	Yes	For	No

Telecom Plus Plc

Meeting Date: 07/26/2022

Country: United Kingdom

Ticker: TEP

Meeting Type: Annual

Meeting ID: 1665511

Primary ISIN: GB0008794710

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR this item is considered warranted, although it is not without concerns: - Stuart Burnett's salary was increased by 19% to GBP 500,000 at the end of FY2021/22. The main reasons for support are: - Stuart Burnett's salary increase was granted following his promotion to Co-CEO. His salary will not be increased for FY2022/23.</i></p>					
3	Approve Remuneration Policy	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR this item is considered warranted, although it is not without concerns on account of: - The overall dilution limit contained within the DBP scheme rules allow the Company to issue up to 12% of the issued share capital in 10 years, which is in excess of best practice dilution limits. - Under the policy, LTIP awards are not granted in a year where annual bonus awards are paid. Whilst this is not an issue for the CEO considering his significant shareholding, this has resulted in the other executives' remuneration arrangements being more oriented towards the short-term. The main reasons for support are: - The 12% dilution limit includes other employee share plans (excluding the 2016 LTIP) consistent with dilution limits set out in existing share option schemes. The Company's current dilution is below this level (outstanding options currently represent 3.3% of issued share capital). - The terms of the long term incentive schemes are not fully aligned with UK best practice however no further awards will be made under LTIP 2016 (last set of awards were made in April 2017). - The Company has stated that it is reviewing its remuneration arrangements, and this includes a comprehensive review of its long-term incentive provisions.</i></p>					
4	Approve Final Dividend	Mgmt	Yes	For	No
5	Re-elect Charles Wigoder as Director	Mgmt	Yes	For	No
6	Re-elect Andrew Lindsay as Director	Mgmt	Yes	For	No
7	Re-elect Stuart Burnett as Director	Mgmt	Yes	For	No
8	Re-elect Nicholas Schoenfeld as Director	Mgmt	Yes	For	No
9	Re-elect Beatrice Hollond as Director	Mgmt	Yes	For	No
10	Re-elect Andrew Blowers as Director	Mgmt	Yes	For	No
11	Re-elect Suzanne Williams as Director	Mgmt	Yes	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
15	Authorise Issue of Equity	Mgmt	Yes	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No
20	Adopt New Articles of Association	Mgmt	Yes	Against	Yes

Blended Rationale: Virtual only shareholder meetings reduce shareholder rights

Meeting Date: 08/01/2022

Country: United Kingdom

Ticker: CWK

Meeting Type: Annual

Meeting ID: 1666624

Primary ISIN: GB0002318888

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR this item is considered warranted, although it is not without concerns: - The EDs' salaries, which are already competitively positioned relative to market peers, have been increased by 4% for FY2022/23. - The annual bonus opportunity has been increased from 150% of salary to 165% of salary for the EDs and uses a single profit-based performance measure to determine bonus payouts. - The timing of the adjustments to the EDs' pension contribution rate is considered lagging with the recommendations of the Investment Association. The main reasons for support are: - The rate of salary increase for the EDs is in line with the average increase awarded to Senior Executives and below the average increase awarded to the wider workforce which is consistent with the Company's commitment in the previous year. - Pay outcomes appear to be aligned with performance and the shareholder experience. - The Company's commitment to align the EDs' pension contribution to the wider workforce rate over the following years is recognised.</i></p>					
3	Approve Final Dividend	Mgmt	Yes	For	No
4	Re-elect Mark Bottomley as Director	Mgmt	Yes	For	No
5	Re-elect Jim Brisby as Director	Mgmt	Yes	For	No
6	Re-elect Adam Couch as Director	Mgmt	Yes	For	No
7	Re-elect Pam Powell as Director	Mgmt	Yes	For	No
8	Re-elect Mark Reckitt as Director	Mgmt	Yes	For	No
9	Re-elect Tim Smith as Director	Mgmt	Yes	For	No
10	Re-elect Liz Barber as Director	Mgmt	Yes	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
13	Authorise Issue of Equity	Mgmt	Yes	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No
18	Amend Articles of Association	Mgmt	Yes	For	No

Cavco Industries, Inc.

Meeting Date: 08/02/2022

Country: USA

Ticker: CVCO

Meeting Type: Annual

Meeting ID: 1665855

Primary ISIN: US1495681074

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director David A. Greenblatt	Mgmt	Yes	For	No
1b	Elect Director Richard A. Kerley	Mgmt	Yes	For	No
1c	Elect Director Julia W. Sze	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Ratify RSM US LLP as Auditors	Mgmt	Yes	For	No

Allegro MicroSystems, Inc.

Meeting Date: 08/04/2022

Country: USA

Ticker: ALGM

Meeting Type: Annual

Meeting ID: 1666030

Primary ISIN: US01749D1054

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Yoshihiro (Zen) Suzuki	Mgmt	Yes	Withhold	Yes
	<i>Blended Rationale: A vote against this nominee is warranted due to the board's failure to remove the classified board and the supermajority vote requirements, in addition to the lack of 20% female representation on the board.</i>				
1.2	Elect Director David J. Aldrich	Mgmt	Yes	For	No
	<i>Blended Rationale: WITHHOLD votes are warranted for incumbent directors Yoshihiro (Zen) Suzuki, David Aldrich, and Paul (Chip) Schorr IV 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 Kojiro (Koji) Hatano	Mgmt	Yes	For	No
1.4	Elect Director Paul Carl (Chip) Schorr, IV	Mgmt	Yes	Withhold	Yes
	<i>Blended Rationale: A vote against this director is warranted as Chair of the compensation committee because we do not agree with the severance arrangements for the former CEO.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

GMO Internet, Inc.

Meeting Date: 08/09/2022

Country: Japan

Ticker: 9449

Meeting Type: Special

Meeting ID: 1654866

Primary ISIN: JP3152750000

GMO Internet, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Change Company Name	Mgmt	Yes	For	No

LiveRamp Holdings, Inc.

Meeting Date: 08/09/2022

Country: USA

Ticker: RAMP

Meeting Type: Annual

Meeting ID: 1666550

Primary ISIN: US53815P1084

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Clark M. Kokich	Mgmt	Yes	For	No
1b	Elect Director Kamakshi Sivaramakrishnan	Mgmt	Yes	For	No
2	Amend Omnibus Stock Plan	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The estimated cost of the plan is excessive.</i>					
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No

TSURUHA Holdings, Inc.

Meeting Date: 08/10/2022

Country: Japan

Ticker: 3391

Meeting Type: Annual

Meeting ID: 1670767

Primary ISIN: JP3536150000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	Yes	For	No
2.1	Elect Director Tsuruha, Tatsuru	Mgmt	Yes	For	No
2.2	Elect Director Tsuruha, Jun	Mgmt	Yes	For	No
2.3	Elect Director Ogawa, Hisaya	Mgmt	Yes	For	No
2.4	Elect Director Murakami, Shoichi	Mgmt	Yes	For	No
2.5	Elect Director Yahata, Masahiro	Mgmt	Yes	For	No

TSURUHA Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3	Elect Director and Audit Committee Member Fujii, Fumiyo	Mgmt	Yes	For	No
4	Approve Stock Option Plan	Mgmt	Yes	Against	Yes

Blended Rationale: Lack of disclosure of performance targets.

Stabilus SE

Meeting Date: 08/11/2022

Country: Luxembourg

Ticker: STM

Meeting Type: Extraordinary Shareholders

Meeting ID: 1669260

Primary ISIN: LU1066226637

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Extraordinary Meeting Agenda	Mgmt	No		
1	Amend Article 11.2 of the Articles of Association	Mgmt	Yes	For	No
2	Receive and Approve Management Board Re: Creation of New Authorised Capital, Including the Exclusion of Subscription Rights	Mgmt	Yes	For	No
3	Approve Cancellation of Existing Authorised Capital, on the Creation of a New Authorised Capital and Authorisation to Exclude Shareholder's Subscription Rights	Mgmt	Yes	For	No
4	Amend Articles to Reflect Changes in Capital	Mgmt	Yes	For	No

Stabilus SE

Meeting Date: 08/11/2022

Country: Luxembourg

Ticker: STM

Meeting Type: Extraordinary Shareholders

Meeting ID: 1669575

Primary ISIN: LU1066226637

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Extraordinary Meeting Agenda	Mgmt	No		
1	Change Jurisdiction of Incorporation from Luxembourg to Germany	Mgmt	Yes	For	No

Blended Rationale: Votes FOR these items are warranted based on the sound rationale provided for the change of jurisdiction and a lack of associated negative effects for shareholder right and value.

Stabilus SE

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2	Adopt New Articles of Association	Mgmt	Yes	For	No
<i>Blended Rationale: Votes FOR these items are warranted based on the sound rationale provided for the change of jurisdiction and a lack of associated negative effects for shareholder right and value.</i>					
3	Approve Confirmation of the Mandates of the Current Members of the Supervisory Board of the Company	Mgmt	Yes	For	No

Xero Limited

Meeting Date: 08/18/2022

Country: New Zealand

Ticker: XRO

Meeting Type: Annual

Meeting ID: 1670759

Primary ISIN: NZXROE0001S2

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Authorize Board to Fix Remuneration of the Auditors	Mgmt	Yes	For	No
2	Elect David Thodey as Director	Mgmt	Yes	For	No
3	Elect Susan Peterson as Director	Mgmt	Yes	For	No
4	Elect Brian McAndrews as Director	Mgmt	Yes	For	No

Commvault Systems, Inc.

Meeting Date: 08/24/2022

Country: USA

Ticker: CVLT

Meeting Type: Annual

Meeting ID: 1668195

Primary ISIN: US2041661024

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nicholas Adamo	Mgmt	Yes	For	No
1.2	Elect Director Martha H. Bejar	Mgmt	Yes	For	No
1.3	Elect Director David F. Walker	Mgmt	Yes	For	No
1.4	Elect Director Keith Geeslin	Mgmt	Yes	For	No
1.5	Elect Director Vivie "YY" Lee	Mgmt	Yes	For	No
1.6	Elect Director Sanjay Mirchandani	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We do not agree with the duplication of metrics across different awards.</i>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive auditor tenure and no commitment to tender.</i>					

Commvault Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	No

Apollo Hospitals Enterprise Limited

Meeting Date: 08/25/2022

Country: India

Ticker: 508869

Meeting Type: Annual

Meeting ID: 1671105

Primary ISIN: INE437A01024

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Dividend	Mgmt	Yes	For	No
3	Reelect Shobana Kamineni as Director	Mgmt	Yes	For	No
4	Approve Deloitte Haskins & Sells, LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	No
5	Approve Appointment of Prathap C Reddy as Whole Time Director Designated as Executive Chairman	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR this resolution is warranted, although it is not without concerns for shareholders: - The overall remuneration is deemed to be significantly higher than market peers. - There is lack of sufficient justification behind the timing of this proposal to exceed the regulatory thresholds for remuneration. - There is lack of information on how Prathap C. Reddy's pay is benchmarked against the overall employee salary level (median) in the company. The main reasons for support are: - The overall pay quantum is deemed reasonable given the size and scale of the company's operations and his estimated pay is in line with companies of similar scale of revenue or market capitalization and part of BSE 100 index. - The company will approach shareholders for approval if in any financial year, aggregate remuneration to executive directors is in excess of 5% of the net profits.</i></p>					
6	Approve Payment of Remuneration to Prathap C Reddy as Executive Chairman, Preetha Reddy as Executive Vice Chairperson, Suneeta Reddy as Managing Director, Smt.Sangita Reddy as Joint Managing Director and Shobana Kamineni as Executive Vice-Chairperson	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR this resolution is warranted, although it is not without concerns for shareholders: - The overall remuneration is deemed to be significantly higher than market peers. - There is lack of sufficient justification behind the timing of this proposal to exceed the regulatory thresholds for remuneration. - There is lack of information on how Prathap C. Reddy's pay is benchmarked against the overall employee salary level (median) in the company. The main reasons for support are: - The overall pay quantum is deemed reasonable given the size and scale of the company's operations and his estimated pay is in line with companies of similar scale of revenue or market capitalization and part of BSE 100 index. - The company will approach shareholders for approval if in any financial year, aggregate remuneration to executive directors is in excess of 5% of the net profits.</i></p>					
7	Approve Offer or Invitation to Subscribe to Non-Convertible Debentures on Private Placement Basis	Mgmt	Yes	For	No
8	Approve Remuneration of Cost Auditors	Mgmt	Yes	For	No

Mesa Laboratories, Inc.

Meeting Date: 08/26/2022

Country: USA

Ticker: MLAB

Meeting Type: Annual

Meeting ID: 1670666

Primary ISIN: US59064R1095

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Jennifer S. Alltoft	Mgmt	Yes	For	No
1.2	Elect Director Shiraz S. Ladiwala	Mgmt	Yes	For	No
1.3	Elect Director Shannon M. Hall	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: The nominee is chair of the remuneration committee and there has been no improvement to remuneration practices.</i>					
1.4	Elect Director Tony Tripeny	Mgmt	Yes	For	No
1.5	Elect Director Gary M. Owens	Mgmt	Yes	For	No
1.6	Elect Director John B. Schmieder	Mgmt	Yes	For	No
1.7	Elect Director John J. Sullivan	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: A vote against this proposal is warranted due to the fact the CEO was awarded a significantly large one-time award, in addition to the one-time award also given to NEOs. We do not support one-time bonuses, and in addition we would expect further disclosure regarding the targets, thresholds and maximum opportunities for the CEO's annual bonus and LTIP. Finally, the CEO's pay-out has increased significantly without a compelling rationale provided. There has also been little to no improvement from the previous year in regards to addressing shareholder concerns.</i>					
3	Ratify Plante & Moran, PLLC as Auditors	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive auditor tenure and no commitment to tender.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Centennial Resource Development, Inc.

Meeting Date: 08/29/2022

Country: USA

Ticker: CDEV

Meeting Type: Special

Meeting ID: 1673294

Primary ISIN: US15136A1025

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Issue Shares in Connection with Business Combination Agreement	Mgmt	Yes	For	No
2A	Increase Authorized Common Stock	Mgmt	Yes	For	No
2B	Eliminate Right to Act by Written Consent	Mgmt	Yes	For	No
2C	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	Yes	For	No

Centennial Resource Development, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2D	Approve Proposed Charter	Mgmt	Yes	For	No
3	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	No
4	Adjourn Meeting	Mgmt	Yes	For	No

Proto Labs, Inc.

Meeting Date: 08/29/2022

Country: USA

Ticker: PRLB

Meeting Type: Special

Meeting ID: 1671481

Primary ISIN: US7437131094

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Omnibus Stock Plan	Mgmt	Yes	For	No
2	Adjourn Meeting	Mgmt	Yes	For	No

Embracer Group AB

Meeting Date: 09/21/2022

Country: Sweden

Ticker: EMBRAC.B

Meeting Type: Annual

Meeting ID: 1677000

Primary ISIN: SE0016828511

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt	No		
2	Elect Chairman of Meeting	Mgmt	Yes	For	No
3	Prepare and Approve List of Shareholders	Mgmt	No		
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	No		
5	Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	No
6	Approve Agenda of Meeting	Mgmt	Yes	For	No
7	Receive Presentation on Business Activities	Mgmt	No		
8	Receive Financial Statements and Statutory Reports	Mgmt	No		
9.a	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	Yes	For	No
9.c.1	Approve Discharge of David Gardner	Mgmt	Yes	For	No

Embracer Group AB

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
9.c.2	Approve Discharge of Ulf Hjalmarsson	Mgmt	Yes	For	No
9.c.3	Approve Discharge of Jacob Jonmyren	Mgmt	Yes	For	No
9.c.4	Approve Discharge of Matthew Karch	Mgmt	Yes	For	No
9.c.5	Approve Discharge of Erik Stenberg	Mgmt	Yes	For	No
9.c.6	Approve Discharge of Kicki Wallje-Lund	Mgmt	Yes	For	No
9.c.7	Approve Discharge of President Lars Wingefors	Mgmt	Yes	For	No
10.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	Yes	For	No
10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	Yes	For	No
11.1	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 600,000 for Other Directors	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The proposed director fees can be considered excessive in relation to comparable domestic peers.</i>					
11.2	Approve Remuneration of Auditors	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive auditor tenure.</i>					
12.1	Reelect David Gardner as Director	Mgmt	Yes	For	No
12.2	Reelect Jacob Jonmyren as Director	Mgmt	Yes	For	No
12.3	Reelect Matthew Karch as Director	Mgmt	Yes	For	No
12.4	Reelect Erik Stenberg as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Non-independent director with excessive tenure, and less than half of the board can be considered independent.</i>					
12.5	Reelect Kicki Wallje-Lund as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: A vote against this nominee is warranted because as a non-independent director she sits on both the audit committee and remuneration committee.</i>					
12.6	Reelect Lars Wingefors as Director	Mgmt	Yes	For	No
12.7	Elect Cecilia Driving as New Director	Mgmt	Yes	For	No
12.8	Reelect Kicki Wallje-Lund as Board Chair	Mgmt	Yes	Against	Yes
<i>Blended Rationale: A vote against the election of this director is warranted due to less than 50% independence on the Board and governance concerns regarding dual-share class structure.</i>					
12.9	Ratify Ernst & Young as Auditors	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive auditor tenure.</i>					
13	Approve Procedures for Nominating Committee	Mgmt	Yes	For	No
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Yes	For	No
<i>Blended Rationale: A vote for this proposal is warranted at this time.</i>					
15	Approve Creation of 10 Percent of Capital without Preemptive Rights	Mgmt	Yes	For	No

Embracer Group AB

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
16	Close Meeting	Mgmt	No		

Games Workshop Group Plc

Meeting Date: 09/21/2022

Country: United Kingdom

Ticker: GAW

Meeting Type: Annual

Meeting ID: 1672517

Primary ISIN: GB0003718474

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Re-elect Kevin Rountree as Director	Mgmt	Yes	For	No
3	Re-elect Rachel Tongue as Director	Mgmt	Yes	For	No
4	Re-elect Elaine O'Donnell as Director	Mgmt	Yes	For	No
5	Re-elect John Brewis as Director	Mgmt	Yes	For	No
6	Re-elect Kate Marsh as Director	Mgmt	Yes	For	No
7	Elect Randal Casson as Director	Mgmt	Yes	For	No
8	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
10	Approve Remuneration Report	Mgmt	Yes	For	No
	<i>Blended Rationale: We are supportive of the remuneration report.</i>				
11	Authorise Issue of Equity	Mgmt	Yes	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No

IG Group Holdings Plc

Meeting Date: 09/21/2022

Country: United Kingdom

Ticker: IGG

Meeting Type: Annual

Meeting ID: 1671759

Primary ISIN: GB00B06QFB75

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No

IG Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR this resolution is warranted, although it is not without concern because: - There is scope for additional stretch in the EPS targets of SPP awards. The main reasons for support are: - The executive pay appears relatively in line with Group performance during the year; and - No overriding concerns have been identified.</i></p>					
3	Approve Final Dividend	Mgmt	Yes	For	No
4	Re-elect Mike McTighe as Director	Mgmt	Yes	For	No
5	Re-elect June Felix as Director	Mgmt	Yes	For	No
6	Re-elect Charlie Rozes as Director	Mgmt	Yes	For	No
7	Re-elect Jon Noble as Director	Mgmt	Yes	For	No
8	Re-elect Jonathan Moulds as Director	Mgmt	Yes	For	No
9	Re-elect Rakesh Bhasin as Director	Mgmt	Yes	For	No
10	Re-elect Andrew Didham as Director	Mgmt	Yes	For	No
11	Re-elect Wu Gang as Director	Mgmt	Yes	For	No
12	Re-elect Sally-Ann Hibberd as Director	Mgmt	Yes	For	No
13	Re-elect Malcolm Le May as Director	Mgmt	Yes	For	No
14	Re-elect Susan Skerritt as Director	Mgmt	Yes	For	No
15	Re-elect Helen Stevenson as Director	Mgmt	Yes	For	No
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	No
18	Authorise Issue of Equity	Mgmt	Yes	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

WNS (Holdings) Limited

Meeting Date: 09/22/2022

Country: Jersey

Ticker: WNS

Meeting Type: Annual

Meeting ID: 1675352

Primary ISIN: US92932M1018

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Meeting for ADR Holders	Mgmt	No		

WNS (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Ratify Grant Thornton Bharat LLP as Auditors	Mgmt	Yes	For	No
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
4	Reelect Timothy L. Main as a Director	Mgmt	Yes	For	No
5	Reelect Thi Nhuoc Lan Tu as a Director	Mgmt	Yes	For	No
6	Reelect Mario P. Vitale as a Director	Mgmt	Yes	For	No
7	Reelect Gareth Williams as a Director	Mgmt	Yes	For	No
8	Approve Remuneration of Directors	Mgmt	Yes	For	No
9	Amend Omnibus Stock Plan	Mgmt	Yes	Against	Yes

Blended Rationale: Omnibus stock plan: The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate the vesting of outstanding awards.

Ai Holdings Corp.

Meeting Date: 09/29/2022

Country: Japan

Ticker: 3076

Meeting Type: Annual

Meeting ID: 1682024

Primary ISIN: JP3105090009

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	Yes	For	No
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	Yes	For	No
3.1	Elect Director Sasaki, Hideyoshi	Mgmt	Yes	For	No
3.2	Elect Director Arakawa, Yasutaka	Mgmt	Yes	For	No
3.3	Elect Director Yoshida, Shuji	Mgmt	Yes	For	No
3.4	Elect Director Yamamoto, Hiroyuki	Mgmt	Yes	For	No
3.5	Elect Director Miyama, Yuzo	Mgmt	Yes	For	No
3.6	Elect Director Kawamoto, Hirotaka	Mgmt	Yes	For	No
3.7	Elect Director Sano, Keiko	Mgmt	Yes	For	No
4.1	Appoint Statutory Auditor Seki, Kazushi	Mgmt	Yes	For	No
4.2	Appoint Statutory Auditor Adachi, Kazuhiko	Mgmt	Yes	For	No
4.3	Appoint Statutory Auditor Aza, Maki	Mgmt	Yes	For	No

Ai Holdings Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
4.4	Appoint Alternate Statutory Auditor Naito, Tsutomu	Mgmt	Yes	For	No
4.5	Appoint Alternate Statutory Auditor Komuro, Mitsuhiro	Mgmt	Yes	For	No
4.6	Appoint Alternate Statutory Auditor Kikuchi, Masato	Mgmt	Yes	For	No

Terminix Global Holdings, Inc.

Meeting Date: 10/06/2022

Country: USA

Ticker: TMX

Meeting Type: Special

Meeting ID: 1683506

Primary ISIN: US88087E1001

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Merger Agreement	Mgmt	Yes	For	No
<p><i>Blended Rationale: Although the implied value of the consideration has declined since announcement due to the decline in RTO shares as well as GBP devaluation relative to USD, as of Sept. 20, 2022, the offer represents a premium to the unaffected price, the board's review of alternatives appears to have been thorough, the strategic rationale appears sound, and the form of consideration provides an opportunity for shareholders to opt for certainty of value or potential upside of the combined entity. On balance, a vote FOR the proposed transaction is warranted.</i></p>					
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	No

Dechra Pharmaceuticals Plc

Meeting Date: 10/20/2022

Country: United Kingdom

Ticker: DPH

Meeting Type: Annual

Meeting ID: 1682175

Primary ISIN: GB0009633180

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
<p><i>Blended Rationale: .</i></p>					
3	Approve Final Dividend	Mgmt	Yes	For	No
4	Elect John Shipsey as Director	Mgmt	Yes	For	No
5	Re-elect Alison Platt as Director	Mgmt	Yes	Against	Yes
<p><i>Blended Rationale: Lack of ethnic diversity on the board.</i></p>					
6	Re-elect Ian Page as Director	Mgmt	Yes	For	No
7	Re-elect Anthony Griffin as Director	Mgmt	Yes	For	No

Dechra Pharmaceuticals Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
8	Re-elect Paul Sandland as Director	Mgmt	Yes	For	No
9	Re-elect Lisa Bright as Director	Mgmt	Yes	For	No
10	Re-elect Lawson Macartney as Director	Mgmt	Yes	For	No
11	Re-elect Ishbel Macpherson as Director	Mgmt	Yes	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	No
14	Authorise Issue of Equity	Mgmt	Yes	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

Standex International Corporation

Meeting Date: 10/25/2022

Country: USA

Ticker: SXI

Meeting Type: Annual

Meeting ID: 1684185

Primary ISIN: US8542311076

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Thomas E. Chorman	Mgmt	Yes	For	No
1.2	Elect Director Thomas J. Hansen	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No

Fletcher Building Limited

Meeting Date: 10/26/2022

Country: New Zealand

Ticker: FBU

Meeting Type: Annual

Meeting ID: 1677277

Primary ISIN: NZFBUE0001S0

Fletcher Building Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Elect Peter Crowley as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Less than 33% of the board are female directors.</i>					
2	Authorize Board to Fix Remuneration of the Auditor	Mgmt	Yes	For	No

SSGA SPDR ETFs Europe II plc SPDR MSCI World Small Cap UCITS ETF Fund

Meeting Date: 10/27/2022

Country: Ireland

Ticker: ZPRS

Meeting Type: Annual

Meeting ID: 1678887

Primary ISIN: IE00BCBJG560

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	Yes	Do Not Vote	No
2	Ratify Ernst & Young as Auditors and Authorise Their Remuneration	Mgmt	Yes	Do Not Vote	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	Yes	For	No
2	Ratify Ernst & Young as Auditors and Authorise Their Remuneration	Mgmt	Yes	Against	Yes

Blended Rationale: A vote AGAINST this resolution is warranted because: - The information on the selection process undertaken, which resulted in its decision to appoint Ernst & Young as auditors, has not been publicly disclosed by the Company.

Vistry Group Plc

Meeting Date: 11/01/2022

Country: United Kingdom

Ticker: VTY

Meeting Type: Special

Meeting ID: 1690141

Primary ISIN: GB0001859296

Vistry Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Matters Relating to the Recommended Cash and Share Combination of Vistry Group plc and Countryside Partnerships plc	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR these proposals is considered warranted, but is not without concern for shareholders: - The interests of existing Vistry shareholders will be substantially diluted as a result of the Combination. The main reasons for support are: - There are clear strategic, operational, and financial benefits to the Combination; and - The Board unanimously recommends support for the Combination.</i></p>					
2	Authorise Issue of Equity in Connection with the Combination	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR these proposals is considered warranted, but is not without concern for shareholders: - The interests of existing Vistry shareholders will be substantially diluted as a result of the Combination. The main reasons for support are: - There are clear strategic, operational, and financial benefits to the Combination; and - The Board unanimously recommends support for the Combination.</i></p>					

NCC Group Plc

Meeting Date: 11/02/2022

Country: United Kingdom

Ticker: NCC

Meeting Type: Annual

Meeting ID: 1682643

Primary ISIN: GB00B01QGK86

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR the remuneration report is warranted although it is not without concern because:- A share award of GBP 500,000 is intended for the new CEO. While full details will be disclosed next year, the Company's commentary may suggest that the award went beyond a direct substitution for awards forgone with his previous employer. At this stage, qualified support is warranted. The exact terms of the award will be assessed once they have been disclosed, in next year's annual report.</i></p>					
3	Approve Final Dividend	Mgmt	Yes	For	No
4	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	No
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	No
6	Elect Mike Maddison as Director	Mgmt	Yes	For	No
7	Re-elect Chris Stone as Director	Mgmt	Yes	For	No
8	Re-elect Chris Batterham as Director	Mgmt	Yes	For	No
9	Elect Julie Chakraverty as Director	Mgmt	Yes	For	No
10	Re-elect Jennifer Duvalier as Director	Mgmt	Yes	For	No
11	Re-elect Mike Etting as Director	Mgmt	Yes	For	No
12	Re-elect Tim Kowalski as Director	Mgmt	Yes	For	No
13	Elect Lynn Fordham as Director	Mgmt	Yes	For	No

NCC Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
14	Authorise Issue of Equity	Mgmt	Yes	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	No
20	Approve UK Sharesave Plan	Mgmt	Yes	For	No
21	Approve International Sharesave Plan	Mgmt	Yes	For	No
22	Approve US Incentive Stock Option Plan	Mgmt	Yes	For	No
23	Approve US Employee Stock Purchase Plan	Mgmt	Yes	For	No

Deterra Royalties Ltd.

Meeting Date: 11/03/2022

Country: Australia

Ticker: DRR

Meeting Type: Annual

Meeting ID: 1688340

Primary ISIN: AU0000107484

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Report	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this item</i>				
2	Elect Graeme Devlin as Director	Mgmt	Yes	For	No
3	Elect Joanne Warner as Director	Mgmt	Yes	For	No
4	Approve Grant of STI Rights and LTI Rights to Julian Andrews	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this item</i>				

James Hardie Industries Plc

Meeting Date: 11/03/2022

Country: Ireland

Ticker: JHX

Meeting Type: Annual

Meeting ID: 1685032

Primary ISIN: AU000000JHX1

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve the Remuneration Report	Mgmt	Yes	For	No
<p><i>Blended Rationale: We are voting for the remuneration report, given outstanding historic performance and notwithstanding significant concerns given the structural deficiencies in the proposed plan (inclusion of prior years in the performance periods; discounted fair value; and subjective hurdles which are undisclosed)..We are also cognisant that the JHX Board has used discretion to lower incentive payments in prior periods. However, we have communicated to the Board that we shall vote against such resolutions in future should we believe there are any signs of being lax with respect to respecting the sanctity of thresholds, as a matter of equity, on behalf of shareholders. In turn, we believe that any further rsu's issued should ideally be on clear, transparent, measurable terms which are aligned to shareholders' interests. We do not wish that either the Board nor management mistake the latitude we have extended in voting for the remuneration report, notwithstanding the concerns detailed above, to reflect a willingness to accept lower performance in the future, and in turn we believe the conditions around these rights should be better defined in the future.</i></p>					
3a	Elect Peter John Davis as Director	Mgmt	Yes	For	No
3b	Elect Aaron Erter as Director	Mgmt	Yes	For	No
3c	Elect Anne Lloyd as Director	Mgmt	Yes	For	No
3d	Elect Rada Rodriguez as Director	Mgmt	Yes	For	No
4	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
5	Approve Grant of Return on Capital Employed Restricted Stock Units to Aaron Erter	Mgmt	Yes	For	No
<p><i>Blended Rationale: We are voting for the remuneration report, given outstanding historic performance and notwithstanding significant concerns given the structural deficiencies in the proposed remuneration plan for Mr Erter et. al. (inclusion of prior years in the performance periods; discounted fair value; and subjective hurdles which are undisclosed)..We are also cognisant that the JHX Board has used discretion to lower incentive payments in prior periods. However, we have communicated to the Board that we shall vote against such resolutions in future should we believe there are any signs of being lax with respect to respecting the sanctity of thresholds, as a matter of equity, on behalf of shareholders. In turn, we believe that any further options issued should ideally be on clear, transparent, measurable terms which are aligned to shareholders' interests. We do not wish that either the Board nor management mistake the latitude we have extended in voting for the remuneration report, notwithstanding the concerns detailed above, to reflect a willingness to accept lower performance in the future, and in turn we believe the conditions around these rights should be better defined in the future.</i></p>					
6	Approve Grant of Relative Total Shareholder Return Restricted Stock Units to Aaron Erter	Mgmt	Yes	For	No
<p><i>Blended Rationale: We are voting for the remuneration report, given outstanding historic performance and notwithstanding significant concerns given the structural deficiencies in the proposed remuneration plan for Mr Erter et. al. (inclusion of prior years in the performance periods; discounted fair value; and subjective hurdles which are undisclosed)..We are also cognisant that the JHX Board has used discretion to lower incentive payments in prior periods. However, we have communicated to the Board that we shall vote against such resolutions in future should we believe there are any signs of being lax with respect to respecting the sanctity of thresholds, as a matter of equity, on behalf of shareholders. In turn, we believe that any further options issued should ideally be on clear, transparent, measurable terms which are aligned to shareholders' interests. We do not wish that either the Board nor management mistake the latitude we have extended in voting for the remuneration report, notwithstanding the concerns detailed above, to reflect a willingness to accept lower performance in the future, and in turn we believe the conditions around these rights should be better defined in the future.</i></p>					

James Hardie Industries Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
7	Approve Grant of Options to Aaron Erter	Mgmt	Yes	For	No
<i>Blended Rationale: We are voting for the option issuance, given outstanding historic performance and notwithstanding significant concerns given the structural deficiencies in the proposed remuneration plan for Mr Erter et. al. (inclusion of prior years in the performance periods; discounted fair value; and subjective hurdles which are undisclosed)..We are also cognisant that the JHX Board has used discretion to lower incentive payments in prior periods. However, we have communicated to the Board that we shall vote against such resolutions in future should we believe there are any signs of being lax with respect to respecting the sanctity of thresholds, as a matter of equity, on behalf of shareholders. In turn, we believe that any further options issued should ideally be on clear, transparent, measurable terms which are aligned to shareholders' interests. We do not wish that either the Board nor management mistake the latitude we have extended in voting for the remuneration report, notwithstanding the concerns detailed above, to reflect a willingness to accept lower performance in the future, and in turn we believe the conditions around these rights should be better defined in the future.</i>					
8	Approve James Hardie 2020 Non-Executive Director Equity Plan	Mgmt	Yes	For	No

Viavi Solutions Inc.

Meeting Date: 11/09/2022

Country: USA

Ticker: VIAV

Meeting Type: Annual

Meeting ID: 1688230

Primary ISIN: US9255501051

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Richard E. Belluzzo	Mgmt	Yes	For	No
1.2	Elect Director Keith Barnes	Mgmt	Yes	For	No
1.3	Elect Director Laura Black	Mgmt	Yes	For	No
1.4	Elect Director Tor Braham	Mgmt	Yes	For	No
1.5	Elect Director Timothy Campos	Mgmt	Yes	For	No
1.6	Elect Director Donald Colvin	Mgmt	Yes	For	No
1.7	Elect Director Masood A. Jabbar	Mgmt	Yes	For	No
1.8	Elect Director Oleg Khaykin	Mgmt	Yes	For	No
1.9	Elect Director Joanne Solomon	Mgmt	Yes	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No

Blended Rationale: A vote for this proposal is warranted.

Ansell Limited

Meeting Date: 11/10/2022

Country: Australia

Ticker: ANN

Meeting Type: Annual

Meeting ID: 1677977

Primary ISIN: AU000000ANN9

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2a	Elect Leslie Desjardins as Director	Mgmt	Yes	For	No
2b	Elect Christine Yan as Director	Mgmt	Yes	For	No
3	Approve Grant of Performance Share Rights to Neil Salmon	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive proportion of grant allocated to EPS which can easily be manipulated.</i>					
4	Approve Remuneration Report	Mgmt	Yes	For	No

Redrow Plc

Meeting Date: 11/11/2022

Country: United Kingdom

Ticker: RDW

Meeting Type: Annual

Meeting ID: 1606441

Primary ISIN: GB00BG11K365

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Final Dividend	Mgmt	Yes	For	No
3	Re-elect Richard Akers as Director	Mgmt	Yes	For	No
4	Re-elect Matthew Pratt as Director	Mgmt	Yes	For	No
5	Re-elect Barbara Richmond as Director	Mgmt	Yes	For	No
6	Re-elect Nicky Dulieu as Director	Mgmt	Yes	For	No
7	Elect Oliver Tant as Director	Mgmt	Yes	For	No
8	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
10	Approve Remuneration Report	Mgmt	Yes	For	No
11	Authorise Issue of Equity	Mgmt	Yes	For	No
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
14	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

Lumentum Holdings Inc.

Meeting Date: 11/16/2022

Country: USA

Ticker: LITE

Meeting Type: Annual

Meeting ID: 1687831

Primary ISIN: US55024U1097

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Penelope A. Herscher	Mgmt	Yes	For	No
	<i>Blended Rationale: A vote for the election of this director is warranted.</i>				
1b	Elect Director Harold L. Covert	Mgmt	Yes	For	No
1c	Elect Director Isaac H. Harris	Mgmt	Yes	For	No
1d	Elect Director Julia S. Johnson	Mgmt	Yes	For	No
1e	Elect Director Brian J. Lillie	Mgmt	Yes	For	No
1f	Elect Director Alan S. Lowe	Mgmt	Yes	For	No
1g	Elect Director Ian S. Small	Mgmt	Yes	For	No
1h	Elect Director Janet S. Wong	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: The majority of LTI awards are not performance-based, and further clarification regarding how the 30% non-financial metrics are measured and why they are helpful would be beneficial to shareholders. Currently, we don't believe these metrics are challenging enough.</i>				
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No

Mirvac Group

Meeting Date: 11/18/2022

Country: Australia

Ticker: MGR

Meeting Type: Annual

Meeting ID: 1675680

Primary ISIN: AU000000MGR9

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2.1	Elect Jane Hewitt as Director	Mgmt	Yes	For	No
2.2	Elect Peter Nash as Director	Mgmt	Yes	For	No
2.3	Elect Damien Frawley as Director	Mgmt	Yes	For	No
3	Approve Remuneration Report	Mgmt	Yes	For	No
4	Approve the Increase in Non-Executive Directors' Fee Pool	Mgmt	Yes	For	No

Meeting Date: 11/30/2022

Country: United Kingdom

Ticker: DNLM

Meeting Type: Annual

Meeting ID: 1692752

Primary ISIN: GB00B1CKQ739

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Final Dividend	Mgmt	Yes	For	No
3	Re-elect Sir Will Adderley as Director	Mgmt	Yes	For	No
4	Re-elect Nick Wilkinson as Director	Mgmt	Yes	For	No
5	Elect Karen Witts as Director	Mgmt	Yes	For	No
6	Re-elect Andy Harrison as Director	Mgmt	Yes	For	No
7	Re-elect Andy Harrison as Director (Independent Shareholder Vote)	Mgmt	Yes	For	No
8	Re-elect Marion Sears as Director	Mgmt	Yes	For	No
9	Re-elect Marion Sears as Director (Independent Shareholder Vote)	Mgmt	Yes	For	No
10	Re-elect Ian Bull as Director	Mgmt	Yes	For	No
11	Re-elect Ian Bull as Director (Independent Shareholder Vote)	Mgmt	Yes	For	No
12	Re-elect Arja Taaveniku as Director	Mgmt	Yes	For	No
13	Re-elect Arja Taaveniku as Director (Independent Shareholder Vote)	Mgmt	Yes	For	No
14	Re-elect William Reeve as Director	Mgmt	Yes	For	No
15	Re-elect William Reeve as Director (Independent Shareholder Vote)	Mgmt	Yes	For	No
16	Re-elect Peter Ruis as Director	Mgmt	Yes	For	No
17	Re-elect Peter Ruis as Director (Independent Shareholder Vote)	Mgmt	Yes	For	No
18	Re-elect Vijay Talwar as Director	Mgmt	Yes	For	No
19	Re-elect Vijay Talwar as Director (Independent Shareholder Vote)	Mgmt	Yes	For	No
20	Elect Kelly Devine as Director	Mgmt	Yes	For	No
21	Elect Kelly Devine as Director (Independent Shareholder Vote)	Mgmt	Yes	For	No
22	Elect Alison Brittain as Director	Mgmt	Yes	For	No
23	Elect Alison Brittain as Director (Independent Shareholder Vote)	Mgmt	Yes	For	No
24	Approve Remuneration Report	Mgmt	Yes	For	No

Blended Rationale: A vote FOR this item is considered warranted, although it is not without concerns:- The new CFO's salary is 13% higher than that of her predecessor. Attention is also drawn to a benefit, which allows for a contribution of GBP 50,000 towards a new home nearer to the Dunelm office. Support is considered warranted because:- The new CFO's salary is materially less than that paid to her at her former employer, Compass Group, and it is within the current median range for the top 50 companies in the FTSE250. - No other issues have been identified.

Dunelm Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
25	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
26	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
27	Authorise Issue of Equity	Mgmt	Yes	For	No
28	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
29	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
30	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
31	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR this resolution is warranted, although this is not without concerns for shareholders:- Approval of the authority could result in the concert party gaining creeping control of the Company. The main reasons for support are:- The is no evidence that the Concert Party is seeking to increase its control of the Company.- The Concert Party's shareholding has recently fallen below 50% of the Company's voting rights, which has triggered the formal requirement to seek the Rule 9 waiver.</i></p>					
32	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No
33	Adopt New Articles of Association	Mgmt	Yes	For	No

Renishaw Plc

Meeting Date: 11/30/2022

Country: United Kingdom

Ticker: RSW

Meeting Type: Annual

Meeting ID: 1688376

Primary ISIN: GB0007323586

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
3	Approve Remuneration Policy	Mgmt	Yes	For	No
4	Approve Increase in the Aggregate Limit on Directors' Remuneration	Mgmt	Yes	For	No
5	Approve Final Dividend	Mgmt	Yes	For	No
6	Re-elect Sir David McMurtry as Director	Mgmt	Yes	Against	Yes
<p><i>Blended Rationale: Director election: less than 33% of the board is female; director is executive chair and controlling shareholder but hss not entered into relationship agreement to provide greater certainty to minority shareholders</i></p>					
7	Re-elect John Deer as Director	Mgmt	Yes	Against	Yes
<p><i>Blended Rationale: Director election: less than 33% of the board is female; director is vice chair and controlling shareholder but hss not entered into relationship agreement to provide greater certainty to minority shareholders</i></p>					

Renishaw Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
8	Re-elect Will Lee as Director	Mgmt	Yes	For	No
9	Re-elect Allen Roberts as Director	Mgmt	Yes	For	No
10	Re-elect Catherine Glickman as Director	Mgmt	Yes	For	No
11	Re-elect Sir David Grant as Director	Mgmt	Yes	For	No
12	Elect Juliette Stacey as Director	Mgmt	Yes	For	No
13	Elect Stephen Wilson as Director	Mgmt	Yes	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
15	Authorise the Audit Committee of the Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No

Spectris Plc

Meeting Date: 12/13/2022

Country: United Kingdom

Ticker: SXS

Meeting Type: Special

Meeting ID: 1698753

Primary ISIN: GB0003308607

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Policy	Mgmt	Yes	Against	Yes

Blended Rationale: Remuneration: Relative TSR not included as proper metric or underpin in the award

WD-40 Company

Meeting Date: 12/13/2022

Country: USA

Ticker: WDFC

Meeting Type: Annual

Meeting ID: 1696209

Primary ISIN: US9292361071

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Steven A. Brass	Mgmt	Yes	For	No
1.2	Elect Director Cynthia B. Burks	Mgmt	Yes	For	No
1.3	Elect Director Daniel T. Carter	Mgmt	Yes	For	No
1.4	Elect Director Melissa Claassen	Mgmt	Yes	For	No
1.5	Elect Director Eric P. Etchart	Mgmt	Yes	For	No
1.6	Elect Director Lara L. Lee	Mgmt	Yes	For	No

WD-40 Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.7	Elect Director Edward O. Magee, Jr.	Mgmt	Yes	For	No
1.8	Elect Director Trevor I. Mihalik	Mgmt	Yes	For	No
1.9	Elect Director Graciela I. Monteagudo	Mgmt	Yes	For	No
1.10	Elect Director David B. Pendarvis	Mgmt	Yes	For	No
1.11	Elect Director Gregory A. Sandfort	Mgmt	Yes	For	No
1.12	Elect Director Anne G. Saunders	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The majority of LTI awards are not performance-based. Insufficient vesting period.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive auditor tenure.</i>					

SSGA SPDR ETFs Europe II plc SPDR MSCI World Small Cap UCITS ETF Fund

Meeting Date: 12/14/2022

Country: Ireland

Ticker: ZPRS

Meeting Type: Special

Meeting ID: 1699358

Primary ISIN: IE00BCBJG560

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Ratify Ernst & Young as Auditors and Authorise Their Remuneration	Mgmt	Yes	Do Not Vote	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Ratify Ernst & Young as Auditors and Authorise Their Remuneration	Mgmt	Yes	For	No

Obara Group, Inc.

Meeting Date: 12/20/2022

Country: Japan

Ticker: 6877

Meeting Type: Annual

Meeting ID: 1702067

Primary ISIN: JP3197650009

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	Yes	For	No

Obara Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	Yes	For	No

GMO Internet Group, Inc.

Meeting Date: 12/23/2022

Country: Japan

Ticker: 9449

Meeting Type: Special

Meeting ID: 1703498

Primary ISIN: JP3152750000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Change Fiscal Year End	Mgmt	Yes	For	No

Trigano SA

Meeting Date: 01/04/2023

Country: France

Ticker: TRI

Meeting Type: Annual/Special

Meeting ID: 1701901

Primary ISIN: FR0005691656

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt	No		
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	No
3	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Yes	For	No
4	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	Yes	For	No
5	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	Yes	For	No
	<i>Blended Rationale: Votes FOR are warranted although the following concerns as raised:- the company fails to disclose the proposed base salary of the supervisory board chair (Item 5).- The scope of the derogation policy remains too vague (Items 5-6).The main reasons for support are:- The remuneration of the supervisory board chair is capped by the overall remuneration envelope for board members (Item 5)- The absence of other significant concerns.</i>				
6	Approve Remuneration Policy of Supervisory Board Members	Mgmt	Yes	For	No

Blended Rationale: Votes FOR are warranted although the following concerns as raised:- the company fails to disclose the proposed base salary of the supervisory board chair (Item 5).- The scope of the derogation policy remains too vague (Items 5-6).The main reasons for support are:- The remuneration of the supervisory board chair is capped by the overall remuneration envelope for board members (Item 5)- The absence of other significant concerns.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
7	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Additional remuneration in the form of governance fees can be awarded with no cap provided, as well as very poor disclosure across the whole plan.</i>				
8	Approve Remuneration Policy of CEOs	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Additional remuneration in the form of governance fees can be awarded with no cap provided, as well as very poor disclosure across the whole plan.</i>				
9	Approve Remuneration Policy of Management Board Members	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Additional remuneration in the form of governance fees can be awarded with no cap provided, as well as very poor disclosure across the whole plan.</i>				
10	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 251,500	Mgmt	Yes	For	No
	<i>Blended Rationale: A vote FOR is warranted although it is not without concerns as the aggregate envelope allocated for the remuneration of the supervisory board member has continuously increased since the 2017 AGM.</i>				
11	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	No
	<i>Blended Rationale: A vote FOR this remuneration report is warranted, although there is a lack of responsiveness following the free float dissent received by the remuneration-related items at the 2022 AGM.</i>				
12	Approve Compensation of Alice Cavalier Feuillet, Chairman of the Supervisory Board From September 1, 2021 Until May 9, 2022	Mgmt	Yes	For	No
13	Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board From May 9, 2022 Until August 31, 2022	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Lack of disclosure around the award of additional governance fees.</i>				
14	Approve Compensation of Stephane Gigou, Chairman of the Management Board	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Lack of disclosure around the achievement of performance targets so unable to assess pay for performance alignment.</i>				
15	Approve Compensation of Michel Freiche, CEO	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Lack of disclosure around the achievement of performance targets so unable to assess pay for performance alignment.</i>				
16	Approve Compensation of Marie-Helene Feuillet, Management Board Member	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Lack of disclosure around the achievement of performance targets so unable to assess pay for performance alignment.</i>				
17	Approve Compensation of Paolo Bicci, Management Board Member	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Lack of disclosure around the achievement of performance targets so unable to assess pay for performance alignment.</i>				
18	Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Can be used for antitakeover purposes.</i>				

Trigano SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	No
	Extraordinary Business	Mgmt	No		
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	No

Diploma Plc

Meeting Date: 01/18/2023

Country: United Kingdom

Ticker: DPLM

Meeting Type: Annual

Meeting ID: 1699762

Primary ISIN: GB0001826634

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Final Dividend	Mgmt	Yes	For	No
3	Re-elect David Lowden as Director	Mgmt	Yes	For	No
	<i>Blended Rationale: Less than 33% of the board are female directors.</i>				
4	Re-elect Johnny Thomson as Director	Mgmt	Yes	For	No
5	Elect Chris Davies as Director	Mgmt	Yes	For	No
6	Re-elect Andy Smith as Director	Mgmt	Yes	For	No
7	Re-elect Anne Thorburn as Director	Mgmt	Yes	For	No
8	Re-elect Geraldine Huse as Director	Mgmt	Yes	For	No
9	Re-elect Dean Finch as Director	Mgmt	Yes	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
12	Approve Remuneration Report	Mgmt	Yes	For	No
	<i>Blended Rationale: A vote FOR this item is warranted, although it is not without concern because:- The new CFO's salary is considerably higher than that of his predecessor. However, support is warranted because:- His salary level takes account of experience as a FTSE CFO, whereas his predecessor's salary reflected that she did not have prior FTSE Board experience.</i>				
13	Approve Remuneration Policy	Mgmt	Yes	For	No
	<i>Blended Rationale: A vote FOR the remuneration policy is considered warranted although it is not without concern because:- The increase of the LTIP limit from 250% to 300% represents a significant uplift to opportunity. However, in mitigation, it is noted that:- A detailed and considered rationale has been provided.- The Company has grown considerably in market cap since the policy was last approved, and, because of acquisitions, has grown in complexity.- The other element of variable pay, the bonus, is not unduly large.- EPS targets, which govern the majority of the award, are challenging against broker consensus.- The increase is to long-term opportunity, which is considered preferable to bonus or fixed pay. As a general rule, LTIP has less perceived value to recipients than bonus and the outcomes, generally speaking, are lower.- The increase is against the background of strong performance.</i>				

Diploma Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
14	Amend 2020 Performance Share Plan	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR this item is warranted, in line with recommended support for Item 13. The proposal is not without concern because of the increase in LTIP quantum it facilitates, as discussed under Item 13.</i></p>					
15	Authorise Issue of Equity	Mgmt	Yes	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

Ashland Inc.

Meeting Date: 01/24/2023

Country: USA

Ticker: ASH

Meeting Type: Annual

Meeting ID: 1703215

Primary ISIN: US0441861046

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Steven D. Bishop	Mgmt	Yes	For	No
1.2	Elect Director Brendan M. Cummins	Mgmt	Yes	For	No
1.3	Elect Director Suzan F. Harrison	Mgmt	Yes	For	No
1.4	Elect Director Jay V. Ihlenfeld	Mgmt	Yes	For	No
1.5	Elect Director Wetteny Joseph	Mgmt	Yes	For	No
1.6	Elect Director Susan L. Main	Mgmt	Yes	For	No
1.7	Elect Director Guillermo Novo	Mgmt	Yes	For	No
1.8	Elect Director Jerome A. Peribere	Mgmt	Yes	For	No
1.9	Elect Director Janice J. Teal	Mgmt	Yes	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Cint Group AB

Meeting Date: 01/26/2023

Country: Sweden

Ticker: CINT

Meeting Type: Extraordinary
Shareholders

Meeting ID: 1706322

Primary ISIN: SE0015483276

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt	No		
2	Elect Chairman of Meeting	Mgmt	Yes	For	No
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	Yes	For	No
4	Prepare and Approve List of Shareholders	Mgmt	Yes	For	No
5	Approve Agenda of Meeting	Mgmt	Yes	For	No
6	Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	No
7.a	Approve Stock Option Plan LTIP 2023 for Key Employees	Mgmt	Yes	For	No
<i>Blended Rationale: Remuneration: following engagement, the remuneration proposals were improved</i>					
7.b	Approve Issuance and Transfer of Restricted Stock Units for Participants	Mgmt	Yes	For	No
<i>Blended Rationale: Remuneration: following engagement, the remuneration proposals were improved</i>					
8	Close Meeting	Mgmt	No		

Valvoline Inc.

Meeting Date: 01/26/2023

Country: USA

Ticker: VVV

Meeting Type: Annual

Meeting ID: 1705393

Primary ISIN: US92047W1018

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Gerald W. Evans, Jr.	Mgmt	Yes	For	No
1b	Elect Director Richard J. Freeland	Mgmt	Yes	For	No
1c	Elect Director Carol H. Kruse	Mgmt	Yes	For	No
1d	Elect Director Vada O. Manager	Mgmt	Yes	For	No
1e	Elect Director Samuel J. Mitchell, Jr.	Mgmt	Yes	For	No
1f	Elect Director Jennifer L. Slater	Mgmt	Yes	For	No
1g	Elect Director Charles M. Sonstebly	Mgmt	Yes	For	No
1h	Elect Director Mary J. Twinem	Mgmt	Yes	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

Valvoline Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: Remuneration - we agreed to support the remuneration proposals last year and so have done so again this year</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Azenta, Inc.

Meeting Date: 01/31/2023 **Country:** USA **Ticker:** AZTA
Meeting Type: Annual **Meeting ID:** 1706045
Primary ISIN: US1143401024

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Frank E. Casal	Mgmt	Yes	For	No
1.2	Elect Director Robyn C. Davis	Mgmt	Yes	For	No
1.3	Elect Director Joseph R. Martin	Mgmt	Yes	For	No
1.4	Elect Director Erica J. McLaughlin	Mgmt	Yes	For	No
1.5	Elect Director Tina S. Nova	Mgmt	Yes	For	No
1.6	Elect Director Krishna G. Palepu	Mgmt	Yes	For	No
1.7	Elect Director Dorothy E. Puhly	Mgmt	Yes	For	No
1.8	Elect Director Michael Rosenblatt	Mgmt	Yes	For	No
1.9	Elect Director Stephen S. Schwartz	Mgmt	Yes	For	No
1.10	Elect Director Ellen M. Zane	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No

Warehouses De Pauw SCA

Meeting Date: 02/02/2023 **Country:** Belgium **Ticker:** WDP
Meeting Type: Extraordinary Shareholders **Meeting ID:** 1707954
Primary ISIN: BE0974349814

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Extraordinary Shareholders' Meeting Agenda	Mgmt	No		

Warehouses De Pauw SCA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
A.1	Receive Special Board Report Re: Renewal of Authorized Capital	Mgmt	No		
A.2.I	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	Mgmt	Yes	For	No
A2II	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital by Optional Dividend	Mgmt	Yes	For	No
A2III	Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	Yes	For	No
B	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For	No
C	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	No

Aramark

Meeting Date: 02/03/2023

Country: USA

Ticker: ARMK

Meeting Type: Annual

Meeting ID: 1706549

Primary ISIN: US03852U1060

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Susan M. Cameron	Mgmt	Yes	For	No
1b	Elect Director Greg Creed	Mgmt	Yes	For	No
1c	Elect Director Bridgette P. Heller	Mgmt	Yes	For	No
1d	Elect Director Paul C. Hilal	Mgmt	Yes	For	No
1e	Elect Director Kenneth M. Keverian	Mgmt	Yes	For	No
1f	Elect Director Karen M. King	Mgmt	Yes	For	No
1g	Elect Director Patricia E. Lopez	Mgmt	Yes	For	No
1h	Elect Director Stephen I. Sadove	Mgmt	Yes	For	No
1i	Elect Director Kevin G. Wills	Mgmt	Yes	For	No
1j	Elect Director Arthur B. Winkleblack	Mgmt	Yes	For	No
1k	Elect Director John J. Zillmer	Mgmt	Yes	For	No
<i>Blended Rationale: We are supportive of this proposal</i>					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	No

Dolby Laboratories, Inc.

Meeting Date: 02/07/2023

Country: USA

Ticker: DLB

Meeting Type: Annual

Meeting ID: 1705584

Primary ISIN: US25659T1079

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kevin Yeaman	Mgmt	Yes	For	No
1.2	Elect Director Peter Gotcher	Mgmt	Yes	For	No
<i>Blended Rationale: We are supportive of this proposal</i>					
1.3	Elect Director Micheline Chau	Mgmt	Yes	For	No
1.4	Elect Director David Dolby	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: We are not supportive of this re-election given the nominee's ownership of the supervoting shares provide him with voting power control of the company.</i>					
1.5	Elect Director Tony Prophet	Mgmt	Yes	For	No
<i>Blended Rationale: We are supportive of this proposal</i>					
1.6	Elect Director Emily Rollins	Mgmt	Yes	For	No
1.7	Elect Director Simon Segars	Mgmt	Yes	For	No
<i>Blended Rationale: We are supportive of this proposal</i>					
1.8	Elect Director Anjali Sud	Mgmt	Yes	For	No
1.9	Elect Director Avadis Tevanian, Jr.	Mgmt	Yes	For	No
<i>Blended Rationale: We are supportive of this proposal</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The majority of LTI awards are not performance-based. The TSR metric is set below median performance.</i>					
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	No
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					

Berry Global Group, Inc.

Meeting Date: 02/15/2023

Country: USA

Ticker: BERY

Meeting Type: Annual

Meeting ID: 1708680

Primary ISIN: US08579W1036

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director B. Evan Bayh	Mgmt	Yes	For	No
1b	Elect Director Jonathan F. Foster	Mgmt	Yes	For	No
1c	Elect Director Idalene F. Kesner	Mgmt	Yes	For	No
1d	Elect Director Jill A. Rahman	Mgmt	Yes	For	No
1e	Elect Director Carl J. (Rick) Rickertsen	Mgmt	Yes	For	No
1f	Elect Director Thomas E. Salmon	Mgmt	Yes	For	No
1g	Elect Director Chaney M. Sheffield, Jr.	Mgmt	Yes	For	No
1h	Elect Director Robert A. Steele	Mgmt	Yes	For	No
1i	Elect Director Stephen E. Sterrett	Mgmt	Yes	For	No
1j	Elect Director Scott B. Ullem	Mgmt	Yes	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: Investment team is having positive engagement on a variety of matters and so we are voting for all proposals at this meeting</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: Investment team is having positive engagement on a variety of matters and so we are voting for all proposals at this meeting</i>					

Stabilus SE

Meeting Date: 02/15/2023

Country: Luxembourg

Ticker: STM

Meeting Type: Annual

Meeting ID: 1708202

Primary ISIN: DE000STAB1L8

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt	No		
2	Approve Allocation of Income and Dividends of EUR 1.75 per Share	Mgmt	Yes	For	No
3	Approve Discharge of Management Board for Fiscal Year 2021/22	Mgmt	Yes	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	Mgmt	Yes	For	No

Stabilus SE

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022/23 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2022/23	Mgmt	Yes	For	No
6	Approve Remuneration Policy	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Possibility for vesting below median TSR performance, as well as a lack of disclosure around the ESG elements of the plan.</i>					
7	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around the criteria that determined that a 1.2 modifier should be applied, so unable to assess pay for performance alignment.</i>					
8.1	Reelect Stephan Kessel to the Supervisory Board	Mgmt	Yes	For	No
8.2	Reelect Ralf-Michael Fuchs to the Supervisory Board	Mgmt	Yes	For	No
8.3	Reelect Joachim Rauhut to the Supervisory Board	Mgmt	Yes	For	No
8.4	Reelect Dirk Linzmeier to the Supervisory Board	Mgmt	Yes	For	No
9	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	Yes	For	No
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	No
11	Approve Creation of EUR 4.9 Million Pool of Capital with Preemptive Rights	Mgmt	Yes	For	No

The AZEK Company Inc.

Meeting Date: 02/28/2023

Country: USA

Ticker: AZEK

Meeting Type: Annual

Meeting ID: 1710456

Primary ISIN: US05478C1053

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Gary Hendrickson	Mgmt	Yes	For	No
1.2	Elect Director Howard Heckes	Mgmt	Yes	For	No
1.3	Elect Director Bennett Rosenthal	Mgmt	Yes	For	No
1.4	Elect Director Jesse Singh	Mgmt	Yes	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTIP Structure: Insufficient vesting period.LTIP Structure: The majority of LTI awards are not performance-based.Metric Concerns: We do not agree with the duplication of metrics across different awards.</i>					
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	No

MACOM Technology Solutions Holdings, Inc.

Meeting Date: 03/02/2023

Country: USA

Ticker: MTSI

Meeting Type: Annual

Meeting ID: 1710493

Primary ISIN: US55405Y1001

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Charles Bland	Mgmt	Yes	For	No
	<i>Blended Rationale: WITHHOLD votes are warranted for Charles (Chuck) Bland for serving as a non-independent member of a key board committee.</i>				
1.2	Elect Director Stephen Daly	Mgmt	Yes	For	No
1.3	Elect Director Susan Ocampo	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: LTIP Structure: Insufficient vesting period.</i>				
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No
4	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	Yes	For	No

IAA, Inc.

Meeting Date: 03/14/2023

Country: USA

Ticker: IAA

Meeting Type: Special

Meeting ID: 1714375

Primary ISIN: US4492531037

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Merger Agreement	Mgmt	Yes	For	No
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	No
3	Adjourn Meeting	Mgmt	Yes	For	No

Safestore Holdings Plc

Meeting Date: 03/15/2023

Country: United Kingdom

Ticker: SAFE

Meeting Type: Annual

Meeting ID: 1710276

Primary ISIN: GB00B1N7Z094

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No

Safestore Holdings Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	Yes	For	No
<i>Blended Rationale: A vote for this proposal is warranted at this time.</i>					
3	Reappoint Deloitte LLP as Auditors	Mgmt	Yes	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
5	Approve Final Dividend	Mgmt	Yes	For	No
6	Elect Jane Bentall as Director	Mgmt	Yes	For	No
7	Re-elect David Hearn as Director	Mgmt	Yes	For	No
8	Re-elect Frederic Vecchioli as Director	Mgmt	Yes	For	No
9	Re-elect Andy Jones as Director	Mgmt	Yes	For	No
10	Re-elect Gert van de Weerdhof as Director	Mgmt	Yes	For	No
11	Re-elect Ian Krieger as Director	Mgmt	Yes	For	No
12	Re-elect Laure Duhot as Director	Mgmt	Yes	For	No
13	Re-elect Delphine Mousseau as Director	Mgmt	Yes	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	No
15	Authorise Issue of Equity	Mgmt	Yes	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

Bankinter SA

Meeting Date: 03/23/2023

Country: Spain

Ticker: BKT

Meeting Type: Annual

Meeting ID: 1717539

Primary ISIN: ES0113679I37

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated and Standalone Financial Statements	Mgmt	Yes	For	No
2	Approve Non-Financial Information Statement	Mgmt	Yes	For	No
3	Approve Discharge of Board	Mgmt	Yes	For	No
4	Approve Allocation of Income and Dividends	Mgmt	Yes	For	No
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	Yes	For	No

Bankinter SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
6.1	Reelect Maria Dolores Dancausa Trevino as Director	Mgmt	Yes	For	No
6.2	Reelect Maria Teresa Pulido Mendoza as Director	Mgmt	Yes	For	No
6.3	Reelect Maria Luisa Jorda Castro as Director	Mgmt	Yes	For	No
6.4	Reelect Alvaro Alvarez-Alonso Plaza as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Consistent remuneration concerns.</i>					
6.5	Fix Number of Directors at 11	Mgmt	Yes	For	No
7	Approve Restricted Capitalization Reserve	Mgmt	Yes	For	No
8.1	Approve Delivery of Shares under FY 2022 Variable Pay Scheme	Mgmt	Yes	For	No
8.2	Fix Maximum Variable Compensation Ratio	Mgmt	Yes	For	No
<i>Blended Rationale: A qualified vote FOR this item is warranted because the variable pay opportunity of 200 percent of salary allows the identified staff, including the CEO, to participate in the 2022-2023 LTIP, under which performance will be measured over a two-year period. This falls short of local best practice and most investor expectations on long-term incentive schemes. The main reason for support is that the company's variable pay practices have so far proven relatively unproblematic.</i>					
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	Yes	For	No
10	Advisory Vote on Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are satisfied with the company's explanation for the two year performance period of the LTIP this year, however we have concerns around the disclosure of the performance targets used in the annual bonus.</i>					
11	Receive Amendments to Board of Directors Regulations	Mgmt	No		

PI Advanced Materials Co., Ltd.

Meeting Date: 03/23/2023

Country: South Korea

Ticker: 178920

Meeting Type: Annual

Meeting ID: 1723298

Primary ISIN: KR7178920005

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	No
2.1	Elect Song Geum-su as Inside Director	Mgmt	Yes	For	No
2.2	Elect Yang Jae-ho as Outside Director	Mgmt	Yes	For	No
2.3	Elect Lee Je-won as Outside Director	Mgmt	Yes	For	No
2.4	Elect Jeong Chan-wook as Non-Independent Non-Executive Director	Mgmt	Yes	For	No

PI Advanced Materials Co., Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2.5	Elect Jeong Jong-woo as Non-Independent Non-Executive Director	Mgmt	Yes	For	No
2.6	Elect Jeong Sang-yeop as Non-Independent Non-Executive Director	Mgmt	Yes	For	No
3	Elect Oh Hyeong-il as Outside Director to Serve as an Audit Committee Member	Mgmt	Yes	For	No
4.1	Elect Yang Jae-ho as a Member of Audit Committee	Mgmt	Yes	For	No
4.2	Elect Lee Je-won as a Member of Audit Committee	Mgmt	Yes	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	Yes	For	No

GMO Internet Group, Inc.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 9449

Meeting Type: Annual

Meeting ID: 1721715

Primary ISIN: JP3152750000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Recognize Validity of Board Resolutions in Written or Electronic Format	Mgmt	Yes	For	No
2.1	Elect Director Kumagai, Masatoshi	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Gender Diversity: Lack of gender diversity on the board.Failure to put poison pill renewal to a vote.</i>					
2.2	Elect Director Yasuda, Masashi	Mgmt	Yes	For	No
2.3	Elect Director Nishiyama, Hiroyuki	Mgmt	Yes	For	No
2.4	Elect Director Ainora, Issei	Mgmt	Yes	For	No
2.5	Elect Director Ito, Tadashi	Mgmt	Yes	For	No
3	Elect Director and Audit Committee Member Matsui, Hideyuki	Mgmt	Yes	For	No

Trusco Nakayama Corp.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 9830

Meeting Type: Annual

Meeting ID: 1716293

Primary ISIN: JP3635500006

Trusco Nakayama Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nakayama, Tetsuya	Mgmt	Yes	For	No
1.2	Elect Director Nakai, Kazuo	Mgmt	Yes	For	No
1.3	Elect Director Kazumi, Atsushi	Mgmt	Yes	For	No
1.4	Elect Director Naoyoshi, Hideki	Mgmt	Yes	For	No
1.5	Elect Director Nakayama, Tatsuya	Mgmt	Yes	For	No
1.6	Elect Director Saito, Kenichi	Mgmt	Yes	For	No
1.7	Elect Director Hagihara, Kuniaki	Mgmt	Yes	For	No
<i>Blended Rationale: A vote for the election of this director is warranted.</i>					
1.8	Elect Director Suzuki, Takako	Mgmt	Yes	For	No
2.1	Appoint Statutory Auditor Wada, Yoritomo	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Auditors: Lack of independence on statutory auditor board.</i>					
2.2	Appoint Statutory Auditor Hineno, Ken	Mgmt	Yes	For	No
3	Appoint Alternate Statutory Auditor Nomura, Kohei	Mgmt	Yes	For	No
<i>Blended Rationale: A vote for the election of this director is warranted.</i>					

LEENO INDUSTRIAL, Inc.

Meeting Date: 03/29/2023

Country: South Korea

Ticker: 058470

Meeting Type: Annual

Meeting ID: 1720132

Primary ISIN: KR7058470006

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	No
2.1	Elect Choi Yong-gi as Inside Director	Mgmt	Yes	For	No
2.2	Elect Jeong Byeong-jun as Inside Director	Mgmt	Yes	For	No
2.3	Elect Noh Ui-cheol as Outside Director	Mgmt	Yes	For	No
3	Appoint Jeon Seok-jong as Internal Auditor	Mgmt	Yes	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	Yes	Against	Yes
<i>Blended Rationale: A vote against this proposal is warranted due to excessive limit of remuneration.</i>					
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	Yes	For	No

Ciena Corporation

Meeting Date: 03/30/2023

Country: USA

Ticker: CIEN

Meeting Type: Annual

Meeting ID: 1715741

Primary ISIN: US1717793095

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Joanne B. Olsen	Mgmt	Yes	For	No
1b	Elect Director Gary B. Smith	Mgmt	Yes	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Sumitomo Forestry Co., Ltd.

Meeting Date: 03/30/2023

Country: Japan

Ticker: 1911

Meeting Type: Annual

Meeting ID: 1721067

Primary ISIN: JP3409800004

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	Yes	For	No
2	Amend Articles to Amend Business Lines	Mgmt	Yes	For	No
3.1	Elect Director Ichikawa, Akira	Mgmt	Yes	For	No
3.2	Elect Director Mitsuyoshi, Toshiro	Mgmt	Yes	For	No
3.3	Elect Director Sato, Tatsuru	Mgmt	Yes	For	No
3.4	Elect Director Kawata, Tatsumi	Mgmt	Yes	For	No
3.5	Elect Director Kawamura, Atsushi	Mgmt	Yes	For	No
3.6	Elect Director Takahashi, Ikuro	Mgmt	Yes	For	No
3.7	Elect Director Yamashita, Izumi	Mgmt	Yes	For	No
3.8	Elect Director Kurihara, Mitsue	Mgmt	Yes	For	No
3.9	Elect Director Toyoda, Yuko	Mgmt	Yes	For	No
4	Appoint Statutory Auditor Kakumoto, Toshio	Mgmt	Yes	For	No
<i>Blended Rationale: A vote for the election of this director is warranted.</i>					

Meeting Date: 04/13/2023

Country: Switzerland

Ticker: BAER

Meeting Type: Annual

Meeting ID: 1706410

Primary ISIN: CH0102484968

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
1.2	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around performance targets so unable to assess pay for performance alignment.</i>					
2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	Mgmt	Yes	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	No
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 3.6 Million from 2023 AGM Until 2024 AGM	Mgmt	Yes	For	No
4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2022	Mgmt	Yes	For	No
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.1 Million for Fiscal Year 2023	Mgmt	Yes	For	No
4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.1 Million for Fiscal Year 2024	Mgmt	Yes	For	No
5.1.1	Reelect Romeo Lacher as Director	Mgmt	Yes	For	No
5.1.2	Reelect Gilbert Achermann as Director	Mgmt	Yes	For	No
5.1.3	Reelect Richard Campbell-Breeden as Director	Mgmt	Yes	For	No
5.1.4	Reelect David Nicol as Director	Mgmt	Yes	For	No
5.1.5	Reelect Kathryn Shih as Director	Mgmt	Yes	For	No
5.1.6	Reelect Tomas Muina as Director	Mgmt	Yes	For	No
5.1.7	Reelect Eunice Zehnder-Lai as Director	Mgmt	Yes	For	No
5.1.8	Reelect Olga Zoutendijk as Director	Mgmt	Yes	For	No
5.2	Elect Juerg Hunziker as Director	Mgmt	Yes	For	No
5.3	Reelect Romeo Lacher as Board Chair	Mgmt	Yes	For	No
5.4.1	Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	No
5.4.2	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	No

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
5.4.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	No
5.4.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	No
6	Ratify KPMG AG as Auditors	Mgmt	Yes	For	No
7	Designate Marc Nater as Independent Proxy	Mgmt	Yes	For	No
8	Approve CHF 155,989.20 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	Yes	For	No
9.1	Amend Articles Re: Shares and Share Register	Mgmt	Yes	For	No
9.2	Amend Articles Re: Restriction on Share Transferability	Mgmt	Yes	For	No
9.3	Amend Articles Re: General Meetings (Incl. Approval of Hybrid Shareholder Meetings)	Mgmt	Yes	For	No
9.4	Approve Virtual-Only Shareholder Meetings	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are not supportive of virtual only meetings.</i>					
9.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	Yes	For	No
10	Transact Other Business (Voting)	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Other business not disclosed.</i>					

COMET Holding AG

Meeting Date: 04/14/2023

Country: Switzerland

Ticker: COTN

Meeting Type: Annual

Meeting ID: 1731163

Primary ISIN: CH0360826991

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Allocation of Income and Dividends of CHF 3.70 per Share	Mgmt	Yes	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	No
4.1	Reelect Mariel Hoch as Director	Mgmt	Yes	For	No
4.2	Reelect Patrick Jany as Director	Mgmt	Yes	For	No

COMET Holding AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
4.3	Reelect Heinz Kundert as Director	Mgmt	Yes	For	No
4.4	Reelect Edeltraud Leibrock as Director	Mgmt	Yes	For	No
4.5	Reelect Tosja Zywiets as Director	Mgmt	Yes	For	No
4.6	Elect Irene Lee as Director	Mgmt	Yes	For	No
4.7	Elect Paul Boudre as Director	Mgmt	Yes	For	No
4.8	Reelect Heinz Kundert as Board Chair	Mgmt	Yes	For	No
5.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	No
5.2	Appoint Paul Boudre as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	No
5.3	Appoint Tosja Zywiets as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	No
6	Designate HuettelLAW AG as Independent Proxy	Mgmt	Yes	For	No
7	Ratify Ernst & Young AG as Auditors	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive auditor tenure.</i>					
8.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	Yes	For	No
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	Yes	For	No
8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Years 2023 and 2024 under the Long-Term Incentive Plan	Mgmt	Yes	For	No
8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	Yes	For	No
8.5	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: No share ownership requirements.</i>					
9.1	Remarks on Agenda Items 9.2 and 9.3 (Non-Voting)	Mgmt	No		
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 9.3 Million and the Lower Limit of CHF 7.4 Million with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	No
9.3	Approve Creation of CHF 1.6 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	Yes	For	No
9.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	Yes	Against	Yes

Blended Rationale: We are not supportive of virtual only meetings.

COMET Holding AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
9.5	Amend Articles Re: Electronic Communication	Mgmt	Yes	For	No
9.6	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	Yes	For	No
9.7	Amend Articles of Association	Mgmt	Yes	For	No
9.8	Amend Articles Re: Primacy of the German Version of the Articles of Association	Mgmt	Yes	For	No
9.9	Amend Articles Re: Annulment of the Contribution in Kind and Subscription Right Clauses	Mgmt	Yes	For	No
10	Transact Other Business (Voting)	Mgmt	Yes	Against	Yes

Blended Rationale: Other business not disclosed.

Borregaard ASA

Meeting Date: 04/18/2023

Country: Norway

Ticker: BRG

Meeting Type: Annual

Meeting ID: 1723180

Primary ISIN: NO0010657505

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Notice of Meeting and Agenda; Elect Chairman and Minute Keepers	Mgmt	Yes	Do Not Vote	No
<i>Blended Rationale: Meeting not voted due to shareblocking</i>					
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3.25 Per Share	Mgmt	Yes	Do Not Vote	No
<i>Blended Rationale: Meeting not voted due to shareblocking</i>					
3	Approve Remuneration Statement	Mgmt	Yes	Do Not Vote	No
<i>Blended Rationale: Meeting not voted due to shareblocking</i>					
4	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Yes	Do Not Vote	No
<i>Blended Rationale: Meeting not voted due to shareblocking</i>					
5	Discuss Company's Corporate Governance Statement	Mgmt	No		
6.1	Approve Repurchase and Conveyance of Shares in Connection to Incentive Plans	Mgmt	Yes	Do Not Vote	No
<i>Blended Rationale: Meeting not voted due to shareblocking</i>					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
6.2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
7.1	Reelect Helge Aasen as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
7.2	Reelect Terje Andersen as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
7.3	Reelect Tove Andersen as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
7.4	Reelect Margrethe Hauge as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
7.5	Reelect John Arne Ulvan as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
7b	Reelect Helge Aasen as Board Chair	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
8.1	Reelect Mimi K. Berdal as Member of Nominating Committee	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
8.2	Reelect Erik Must as Member of Nominating Committee	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
8.3	Reelect Rune Selmar as Member of Nominating Committee	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
8.4	Reelect Atle Hauge as Member of Nominating Committee	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
8b	Reelect Mimi K. Berdal as Nominating Committee Chair	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
9	Approve Remuneration of Directors	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				
10	Approve Remuneration of Nominating Committee	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to shareblocking</i>				

Borregaard ASA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
11	Approve Remuneration of Auditors	Mgmt	Yes	Do Not Vote	No

Blended Rationale: Meeting not voted due to shareblocking

Moncler SpA

Meeting Date: 04/18/2023

Country: Italy

Ticker: MONC

Meeting Type: Annual

Meeting ID: 1703186

Primary ISIN: IT0004965148

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt	No		
	Management Proposals	Mgmt	No		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
1.2	Approve Allocation of Income	Mgmt	Yes	For	No
2	Approve Second Section of the Remuneration Report	Mgmt	Yes	For	No
<i>Blended Rationale: This item warrants a vote FOR because the 2022 compensation practices of the company are well described and do not contravene good market standards. However, for two executive directors (Roberto Philippe Eggs and Luciano Santel) the value of the awards vested under the first cycle of the 2020 Performance Shares Plan deserves attention. It is also noted that the CEO pay ratio is not disclosed nor assessable.</i>					
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For	No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt	No		
4.1.1	Slate 1 Submitted by Double R Srl	SH	Yes	For	No
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	Yes	Against	No
<i>Blended Rationale: Supportive of slate 1 as this ensures a minority candidate as Chair.</i>					
4.2	Appoint Chairman of Internal Statutory Auditors	SH	Yes	For	No
	Shareholder Proposal Submitted by Double R Srl	Mgmt	No		
4.3	Approve Internal Auditors' Remuneration	SH	Yes	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Yes	Against	No

Blended Rationale: No legal action presented at the time of voting.

Meeting Date: 04/19/2023

Country: Switzerland

Ticker: BANB

Meeting Type: Annual

Meeting ID: 1706729

Primary ISIN: CH1176493729

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	No
3	Approve Allocation of Income and Dividends of CHF 0.38 per Share and CHF 0.37 per Share from Capital Contribution Reserves	Mgmt	Yes	For	No
4.1	Approve Remuneration of Directors in the Amount of CHF 650,000	Mgmt	Yes	For	No
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.0 Million	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around the performance targets so unable to assess pay for performance alignment.</i>					
5.1	Reelect Kuno Sommer as Director and Board Chair	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of independence on the board.</i>					
5.2	Reelect Nicole Hoetzer as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of independence on the board.</i>					
5.3	Reelect Helma Wennemers as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of independence on the board.</i>					
5.4	Reelect Steffen Lang as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of independence on the board.</i>					
5.5	Reelect Alex Faessler as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of independence on the board.</i>					
6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of independence on the board.</i>					
6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of independence on the board.</i>					
6.3	Reappoint Alex Faessler as Member of the Compensation Committee	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of independence on the board.</i>					
7	Ratify MAZARS SA as Auditors	Mgmt	Yes	For	No
8	Designate Paul Wiesli as Independent Proxy	Mgmt	Yes	For	No

Bachem Holding AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
9.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are not supportive of virtual only meetings.</i>					
9.2	Amend Articles Re: General Meetings	Mgmt	Yes	For	No
9.3	Amend Articles Re: Duties and Powers of the Board of Directors; External Mandates for Members of the Board of Directors	Mgmt	Yes	For	No
9.4	Amend Articles of Association	Mgmt	Yes	For	No
10	Transact Other Business (Voting)	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Other business not disclosed.</i>					

Commerce Bancshares, Inc.

Meeting Date: 04/19/2023

Country: USA

Ticker: CBSH

Meeting Type: Annual

Meeting ID: 1727203

Primary ISIN: US2005251036

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Blackford F. Brauer	Mgmt	Yes	For	No
1.2	Elect Director W. Kyle Chapman	Mgmt	Yes	For	No
1.3	Elect Director Karen L. Daniel	Mgmt	Yes	For	No
1.4	Elect Director David W. Kemper	Mgmt	Yes	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTI Structure: The majority of LTI awards are not performance-based.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
5	Increase Authorized Common Stock	Mgmt	Yes	For	No
6	Amend Omnibus Stock Plan	Mgmt	Yes	For	No

Reply SpA

Meeting Date: 04/20/2023

Country: Italy

Ticker: REY

Meeting Type: Annual

Meeting ID: 1709657

Primary ISIN: IT0005282865

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt	No		
1a	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
1b	Approve Allocation of Income	Mgmt	Yes	For	No
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Exceeds 10%.</i>					
3	Approve Remuneration of Directors	Mgmt	Yes	For	No
4a	Approve Remuneration Policy	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Opportunity for discretionary pay even if objectives are not achieved.</i>					
4b	Approve Second Section of the Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around the performance targets so unable to assess the stringency of the plan.</i>					
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Yes	Against	No
<i>Blended Rationale: No legal action presented at the time of voting.</i>					

SEGRO PLC

Meeting Date: 04/20/2023

Country: United Kingdom

Ticker: SGRO

Meeting Type: Annual

Meeting ID: 1727368

Primary ISIN: GB00B5ZN1N88

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Final Dividend	Mgmt	Yes	For	No
3	Approve Remuneration Report	Mgmt	Yes	For	No
4	Re-elect Andy Harrison as Director	Mgmt	Yes	For	No
5	Re-elect Mary Barnard as Director	Mgmt	Yes	For	No
6	Re-elect Sue Clayton as Director	Mgmt	Yes	For	No
7	Re-elect Soumen Das as Director	Mgmt	Yes	For	No
8	Re-elect Carol Fairweather as Director	Mgmt	Yes	For	No
9	Re-elect Simon Fraser as Director	Mgmt	Yes	For	No
10	Re-elect Andy Gulliford as Director	Mgmt	Yes	For	No
11	Re-elect Martin Moore as Director	Mgmt	Yes	For	No

SEGR0 PLC

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
12	Re-elect David Sleath as Director	Mgmt	Yes	For	No
13	Re-elect Linda Yueh as Director	Mgmt	Yes	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	No
17	Authorise Issue of Equity	Mgmt	Yes	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

SIG Group AG

Meeting Date: 04/20/2023

Country: Switzerland

Ticker: SIGN

Meeting Type: Annual

Meeting ID: 1706769

Primary ISIN: CH0435377954

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	No
3	Approve Allocation of Income	Mgmt	Yes	For	No
4	Approve Dividends of CHF 0.47 per Share from Capital Contribution Reserves	Mgmt	Yes	For	No
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Remuneration report: insufficient disclosure on performance, continued issues with pay despite voting against the remuneration report and the remuneration committee chair previously</i>					
5.2	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	Yes	For	No
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	Yes	For	No
6.1.1	Reelect Andreas Umbach as Director	Mgmt	Yes	For	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
6.1.2	Reelect Werner Bauer as Director	Mgmt	Yes	For	No
6.1.3	Reelect Wah-Hui Chu as Director	Mgmt	Yes	For	No
6.1.4	Reelect Mariel Hoch as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Remuneration: The nominee is chair of the remuneration committee and there has been no improvement to remuneration practices.</i>					
6.1.5	Reelect Laurens Last as Director	Mgmt	Yes	For	No
6.1.6	Reelect Abdallah al Obeikan as Director	Mgmt	Yes	For	No
6.1.7	Reelect Martine Snels as Director	Mgmt	Yes	For	No
6.1.8	Reelect Matthias Waehren as Director	Mgmt	Yes	For	No
6.2	Elect Florence Jeantet as Director	Mgmt	Yes	For	No
6.3	Reelect Andreas Umbach as Board Chair	Mgmt	Yes	For	No
6.4.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	Mgmt	Yes	For	No
6.4.2	Reappoint Mariel Hoch as Member of the Compensation Committee	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Remuneration: The nominee is chair of the remuneration committee and there has been no improvement to remuneration practices.</i>					
6.4.3	Appoint Matthias Waehren as Member of the Compensation Committee	Mgmt	Yes	For	No
7	Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.4 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	Yes	For	No
8.1	Amend Corporate Purpose	Mgmt	Yes	For	No
8.2	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2026	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Virtual meetings: We do not support virtual only meetings.</i>					
8.3	Amend Articles of Association	Mgmt	Yes	For	No
8.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	Yes	For	No
9	Designate Keller AG as Independent Proxy	Mgmt	Yes	For	No
10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	Yes	For	No
11	Transact Other Business (Voting)	Mgmt	Yes	Against	Yes
<i>Blended Rationale: AOB: no disclosure</i>					

Valmont Industries, Inc.

Meeting Date: 04/24/2023

Country: USA

Ticker: VMI

Meeting Type: Annual

Meeting ID: 1728451

Primary ISIN: US9202531011

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Mogens C. Bay	Mgmt	Yes	For	No
1.2	Elect Director Ritu Favre	Mgmt	Yes	For	No
1.3	Elect Director Richard A. Lanoha	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based. LTIP Structure: Insufficient vesting period.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					

Kirby Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: KEX

Meeting Type: Annual

Meeting ID: 1727234

Primary ISIN: US4972661064

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Richard J. Alario	Mgmt	Yes	For	No
1.2	Elect Director Susan W. Dio	Mgmt	Yes	For	No
1.3	Elect Director David W. Grzebinski	Mgmt	Yes	For	No
1.4	Elect Director Richard R. Stewart	Mgmt	Yes	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based. Metric Concerns: We do not agree with the duplication of metrics across different awards. LTIP Structure: Insufficient vesting period.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

TKH Group NV

Meeting Date: 04/25/2023

Country: Netherlands

Ticker: TWEKA

Meeting Type: Annual

Meeting ID: 1711940

Primary ISIN: NL0000852523

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No		
1	Open Meeting	Mgmt	No		
2.a	Receive Report of Executive Board and Annual Financial Statements (Non-Voting)	Mgmt	No		
2.b	Approve Remuneration Report	Mgmt	Yes	For	No
2.c	Adopt Financial Statements	Mgmt	Yes	For	No
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No		
2.e	Approve Dividends	Mgmt	Yes	For	No
2.f	Approve Discharge of Executive Board	Mgmt	Yes	For	No
2.g	Approve Discharge of Supervisory Board	Mgmt	Yes	For	No
3.a	Ratify Ernst & Young Accountants LLP as Auditors for Financial Year 2024	Mgmt	Yes	For	No
3.b	Ratify Deloitte as Auditors for Financial Year 2025	Mgmt	Yes	For	No
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	No
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	No
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	No
6	Close Meeting	Mgmt	No		

BE Semiconductor Industries NV

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: BESI

Meeting Type: Annual

Meeting ID: 1711502

Primary ISIN: NL0012866412

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No		
1	Open Meeting	Mgmt	No		
2	Receive Annual Report (Non-Voting)	Mgmt	No		
3	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	No

BE Semiconductor Industries NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
4a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No		
4b	Approve Dividends of EUR 2.85 Per Share	Mgmt	Yes	For	No
5a	Approve Discharge of Management Board	Mgmt	Yes	For	No
5b	Approve Discharge of Supervisory Board	Mgmt	Yes	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	No
<i>Blended Rationale: Happy to support given thorough engagement process and large improvements taken since last year's vote.</i>					
7	Amend Remuneration Policy	Mgmt	Yes	For	No
<i>Blended Rationale: A qualified vote FOR is warranted as the company proposes to bring major improvements into the new remuneration policy that would be effective starting on January 2024. The company improved remuneration policy structure by: - eliminating additional performance shares, i.e. the company is not allowed to grant discretionary awards- implementing shareholding requirements for members of the board of management equal to 3x base salary for the chair of the board of management and 2x base salary for other members.- implementing a share-based STI that will be converted in Besi shares following the assessment on the STI targets achieved and is subject to a five-year holding period to further ensure long-term shareholder alignment and value creation.- placing of a cap on total compensation per annum available to the member of the board of management. However, we still raise concerns as the overall remuneration package, although major improvements, is still considered to be above ISS peers and the performance incentive plan being rather short-term oriented.</i>					
8	Elect Richard Norbruis to Supervisory Board	Mgmt	Yes	For	No
9	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	Yes	For	No
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	No
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	Yes	For	No
12	Amend Articles of Association	Mgmt	Yes	For	No
13	Other Business (Non-Voting)	Mgmt	No		
14	Close Meeting	Mgmt	No		

Glacier Bancorp, Inc.

Meeting Date: 04/26/2023

Country: USA

Ticker: GBCI

Meeting Type: Annual

Meeting ID: 1729443

Primary ISIN: US37637Q1058

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director David C. Boyles	Mgmt	Yes	For	No
1.2	Elect Director Robert A. Cashell, Jr.	Mgmt	Yes	For	No
1.3	Elect Director Randall M. Chesler	Mgmt	Yes	For	No
1.4	Elect Director Sherry L. Cladouhos	Mgmt	Yes	For	No

Glacier Bancorp, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.5	Elect Director Jesus T. Espinoza	Mgmt	Yes	For	No
1.6	Elect Director Annie M. Goodwin	Mgmt	Yes	For	No
1.7	Elect Director Kristen L. Heck	Mgmt	Yes	For	No
1.8	Elect Director Michael B. Hormaechea	Mgmt	Yes	For	No
1.9	Elect Director Craig A. Langel	Mgmt	Yes	For	No
1.10	Elect Director Douglas J. McBride	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify FORVIS LLP as Auditors	Mgmt	Yes	For	No

Sabre Corporation

Meeting Date: 04/26/2023

Country: USA

Ticker: SABR

Meeting Type: Annual

Meeting ID: 1730064

Primary ISIN: US78573M1045

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director George Bravante, Jr.	Mgmt	Yes	For	No
1.2	Elect Director Herve Couturier	Mgmt	Yes	For	No
1.3	Elect Director Kurt Ekert	Mgmt	Yes	For	No
1.4	Elect Director Rachel Gonzalez	Mgmt	Yes	For	No
1.5	Elect Director Gail Mandel	Mgmt	Yes	For	No
1.6	Elect Director Sean Menke	Mgmt	Yes	For	No
1.7	Elect Director Phyllis Newhouse	Mgmt	Yes	For	No
1.8	Elect Director Karl Peterson	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Overboarding: Nominee sits on a number of external boards which may impact their role.</i>					
1.9	Elect Director Zane Rowe	Mgmt	Yes	For	No
1.10	Elect Director Gregg Saretsky	Mgmt	Yes	For	No
1.11	Elect Director John Scott	Mgmt	Yes	For	No
1.12	Elect Director Wendi Sturgis	Mgmt	Yes	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	No

Sabre Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No

South State Corporation

Meeting Date: 04/26/2023

Country: USA

Ticker: SSB

Meeting Type: Annual

Meeting ID: 1727048

Primary ISIN: US8404411097

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Ronald M. Cofield, Sr.	Mgmt	Yes	For	No
1b	Elect Director Shantella E. Cooper	Mgmt	Yes	For	No
1c	Elect Director John C. Corbett	Mgmt	Yes	For	No
1d	Elect Director Jean E. Davis	Mgmt	Yes	For	No
1e	Elect Director Martin B. Davis	Mgmt	Yes	For	No
1f	Elect Director Douglas J. Hertz	Mgmt	Yes	For	No
1g	Elect Director G. Ruffner Page, Jr.	Mgmt	Yes	For	No
1h	Elect Director William Knox Pou, Jr.	Mgmt	Yes	Withhold	Yes

Blended Rationale: Gender Diversity: Less than 20% of the board are female directors.

1i	Elect Director James W. Roquemore	Mgmt	Yes	For	No
1j	Elect Director David G. Salyers	Mgmt	Yes	For	No
1k	Elect Director Joshua A. Snively	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

Warehouses De Pauw SCA

Meeting Date: 04/26/2023

Country: Belgium

Ticker: WDP

Meeting Type: Annual

Meeting ID: 1712113

Primary ISIN: BE0974349814

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No		

Warehouses De Pauw SCA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Receive Directors' Reports (Non-Voting)	Mgmt	No		
2	Receive Auditors' Reports (Non-Voting)	Mgmt	No		
3	Acknowledgement of the Decision of the Board of Directors Regarding the Payment of anOptional Dividend	Mgmt	No		
4	Approve Financial Statements and Allocation of Income	Mgmt	Yes	For	No
5	Approve Discharge of Directors	Mgmt	Yes	For	No
6	Approve Discharge of Auditors	Mgmt	Yes	For	No
7	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<p><i>Blended Rationale: Metric Concerns: Lack of disclosure of bonus targets. A qualified vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding both actual content and disclosure. The company provided improved disclosure regarding the STI bonus and provided forward looking disclosure with respect to 2023 STI and LTI targets. However, we do raise a concern as the base salary of co-CEO Joost Uwents increased 30.8 percent while the company did not provide a compelling rationale for the increase.</i></p>					
8	Reelect Rik Vandenberghe as Independent Director	Mgmt	Yes	For	No
9	Reelect Tony De Pauw as Director	Mgmt	Yes	For	No
10	Ratify Deloitte as Auditors and Approve Auditors' Remuneration	Mgmt	Yes	For	No
11	Approve Remuneration of the Non-Executive Directors	Mgmt	Yes	For	No
12	Approve Remuneration of the Chairman of the Board of Directors	Mgmt	Yes	For	No
13.1	Approve Change-of-Control Clause Re: Credit Agreements	Mgmt	Yes	For	No
13.2	Approve Change-of-Control Clause Re: Credit Agreements Permitted Between the Date of the Convocation to the General Meeting and the Effective Session of the General Meeting	Mgmt	Yes	For	No

Barco NV

Meeting Date: 04/27/2023

Country: Belgium

Ticker: BAR

Meeting Type: Annual

Meeting ID: 1712117

Primary ISIN: BE0974362940

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No		
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt	No		
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.44 per Share	Mgmt	Yes	For	No

Barco NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No		
4	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure of bonus targets so unable to assess pay for performance alignment.</i>					
5	Approve Discharge of Directors	Mgmt	Yes	For	No
6	Approve Discharge of Auditors	Mgmt	Yes	For	No
7.1	Reelect Frank Donck as Independent Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Overboarding concerns.</i>					
7.2	Reelect Charles Beauduin as Director	Mgmt	Yes	For	No
7.3	Reelect An Steegen as Director	Mgmt	Yes	For	No
7.4	Reelect Adisys Corporation, Permanently Represented by Ashok K. Jain, as Independent Director	Mgmt	Yes	For	No
7.5	Elect James Sassoon as Independent Director	Mgmt	Yes	For	No
8	Approve Remuneration of Directors	Mgmt	Yes	For	No
9	Approve Stock Option Plan	Mgmt	Yes	For	No

Globe Life Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: GL

Meeting Type: Annual

Meeting ID: 1729835

Primary ISIN: US37959E1029

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Linda L. Addison	Mgmt	Yes	For	No
1.2	Elect Director Marilyn A. Alexander	Mgmt	Yes	For	No
1.3	Elect Director Cheryl D. Alston	Mgmt	Yes	For	No
1.4	Elect Director Mark A. Blinn	Mgmt	Yes	For	No
1.5	Elect Director James P. Brannen	Mgmt	Yes	For	No
1.6	Elect Director Jane Buchan	Mgmt	Yes	For	No
1.7	Elect Director Alice S. Cho	Mgmt	Yes	For	No
1.8	Elect Director J. Matthew Darden	Mgmt	Yes	For	No
1.9	Elect Director Steven P. Johnson	Mgmt	Yes	For	No
1.10	Elect Director David A. Rodriguez	Mgmt	Yes	For	No
1.11	Elect Director Frank M. Svoboda	Mgmt	Yes	For	No

Globe Life Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.12	Elect Director Mary E. Thigpen	Mgmt	Yes	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	No
6	Amend Certificate of Incorporation to Allow Exculpation of Officers	Mgmt	Yes	For	No

Hemnet Group AB

Meeting Date: 04/27/2023

Country: Sweden

Ticker: HEM

Meeting Type: Annual

Meeting ID: 1723759

Primary ISIN: SE0015671995

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Open Meeting; Elect Chairman of Meeting	Mgmt	Yes	For	No
2	Prepare and Approve List of Shareholders	Mgmt	No		
3	Approve Agenda of Meeting	Mgmt	Yes	For	No
4.1	Designate Jonas Bergh as Inspector of Minutes of Meeting	Mgmt	Yes	For	No
4.2	Designate Andreas Haug as Inspector of Minutes of Meeting	Mgmt	Yes	For	No
5	Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	No
6	Receive President's Report	Mgmt	No		
7	Receive Financial Statements and Statutory Reports	Mgmt	No		
8	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
9	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure so unable to assess pay for performance alignment.</i>					
10	Approve Allocation of Income and Dividends of SEK 1 Per Share	Mgmt	Yes	For	No
11.A	Approve Discharge of Hakan Erixon	Mgmt	Yes	For	No
11.B	Approve Discharge of Chris Caulkin	Mgmt	Yes	For	No

Hemnet Group AB

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
11.C	Approve Discharge of Anders Edmark	Mgmt	Yes	For	No
11.D	Approve Discharge of Hakan Hellstrom	Mgmt	Yes	For	No
11.E	Approve Discharge of Nick McKittrick	Mgmt	Yes	For	No
11.F	Approve Discharge of Pierre Siri	Mgmt	Yes	For	No
11.G	Approve Discharge of Tracey Fellows	Mgmt	Yes	For	No
11.H	Approve Discharge of Maria Redin	Mgmt	Yes	For	No
11.I	Approve Discharge of CEO Cecilia Beck-Friis	Mgmt	Yes	For	No
12.A	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	Yes	For	No
12.B	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	Yes	For	No
13.A	Approve Remuneration of Directors in the Amount of SEK 875,000 for Chair and SEK 360,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	No
13.B	Approve Remuneration of Auditors	Mgmt	Yes	For	No
14.A	Elect Anders Nilsson as New Director	Mgmt	Yes	For	No
14.B	Reelect Pierre Siri as Director	Mgmt	Yes	For	No
14.C	Reelect Anders Edmark as Director	Mgmt	Yes	For	No
14.D	Reelect Hakan Hellstrom as Director	Mgmt	Yes	For	No
14.E	Reelect Tracey Fellows as Director	Mgmt	Yes	For	No
14.F	Reelect Nick McKittrick as Director	Mgmt	Yes	For	No
14.G	Reelect Maria Redin as Director	Mgmt	Yes	For	No
15	Elect Anders Nilsson as New Board Chair	Mgmt	Yes	For	No
16	Ratify Ernst & Young as Auditors	Mgmt	Yes	For	No
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	Yes	For	No
18	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	Yes	For	No
19.A	Approve SEK 2.1 Million Reduction in Share Capital via Share Cancellation for Transfer to Unrestricted Equity	Mgmt	Yes	For	No
19.B	Approve Capitalization of Reserves of SEK 2.1 Million for a Bonus Issue	Mgmt	Yes	For	No
20	Approve Warrant Program 2023/2027 for Key Employees	Mgmt	Yes	For	No
21	Authorize Share Repurchase Program	Mgmt	Yes	For	No
22	Close Meeting	Mgmt	No		

Royal Unibrew A/S

Meeting Date: 04/27/2023

Country: Denmark

Ticker: RBREW

Meeting Type: Annual

Meeting ID: 1718156

Primary ISIN: DK0060634707

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt	No		
2	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
3	Approve Discharge of Management and Board	Mgmt	Yes	For	No
4	Approve Allocation of Income and Dividends of DKK 14.5 Per Share	Mgmt	Yes	For	No
5	Approve Remuneration Report (Advisory Vote)	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around the performance targets attached to the annual bonus so unable to assess pay for performance alignment.</i>					
6	Approve Remuneration of Directors in the Amount of DKK 1.25 Million for Chairman, DKK 726,250 for Vice Chairman and DKK 415,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	No
7.1	Authorize Share Repurchase Program	Mgmt	Yes	For	No
7.2	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Large discretionary element, as well as a lack of disclosure around the performance period of the LTIP.</i>					
8.a	Reelect Peter Ruzicka as Director	Mgmt	Yes	Abstain	Yes
<i>Blended Rationale: Continued remuneration concerns, as well as a lack of board diversity.</i>					
8.b	Reelect Jais Valeur as Director	Mgmt	Yes	For	No
8.c	Reelect Christian Sagild as Director	Mgmt	Yes	For	No
8.d	Reelect Catharina Stackelberg-Hammaren as Director	Mgmt	Yes	Abstain	Yes
<i>Blended Rationale: Overboarding concerns.</i>					
8.e	Reelect Heidi Kleinbach-Sauter as Director	Mgmt	Yes	For	No
8.f	Reelect Torben Carlsen as Director	Mgmt	Yes	For	No
9	Ratify Deloitte as Auditors	Mgmt	Yes	For	No
10	Other Business	Mgmt	No		

The Weir Group Plc

Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: WEIR

Meeting Type: Annual

Meeting ID: 1731652

Primary ISIN: GB0009465807

The Weir Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
<i>Blended Rationale: Support for this proposal is warranted given the downward reduction to the PSP award, and pay and performance are reasonably aligned for the period under review.</i>					
3	Approve Final Dividend	Mgmt	Yes	For	No
4	Re-elect Barbara Jeremiah as Director	Mgmt	Yes	For	No
5	Re-elect Jon Stanton as Director	Mgmt	Yes	For	No
6	Re-elect John Heasley as Director	Mgmt	Yes	For	No
7	Elect Dame Nicole Brewer as Director	Mgmt	Yes	For	No
8	Re-elect Clare Chapman as Director	Mgmt	Yes	For	No
9	Elect Tracey Kerr as Director	Mgmt	Yes	For	No
10	Re-elect Ben Magara as Director	Mgmt	Yes	For	No
11	Re-elect Sir Jim McDonald as Director	Mgmt	Yes	For	No
12	Re-elect Srinivasan Venkatakrisnan as Director	Mgmt	Yes	For	No
13	Re-elect Stephen Young as Director	Mgmt	Yes	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	No
16	Authorise Issue of Equity	Mgmt	Yes	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

Thule Group AB

Meeting Date: 04/27/2023

Country: Sweden

Ticker: THULE

Meeting Type: Annual

Meeting ID: 1685443

Primary ISIN: SE0006422390

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt	No		
2	Elect Hans Eckerstrom as Chairman of Meeting	Mgmt	Yes	For	No
3	Prepare and Approve List of Shareholders	Mgmt	Yes	For	No
4	Approve Agenda of Meeting	Mgmt	Yes	For	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	No		
6	Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	No
7	Receive CEO's Report	Mgmt	No		
8	Receive Board's and Board Committee's Reports	Mgmt	No		
9.a	Receive Financial Statements and Statutory Reports	Mgmt	No		
9.b	Receive Consolidated Accounts and Group Auditor's Report	Mgmt	No		
9.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	No		
9.d	Receive Board's Report	Mgmt	No		
10.a	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
10.b	Approve Allocation of Income and Dividends of SEK 9.20 Per Share	Mgmt	Yes	For	No
10.c1	Approve Discharge of Bengt Baron	Mgmt	Yes	For	No
10.c2	Approve Discharge of Hans Eckerstrom	Mgmt	Yes	For	No
10.c3	Approve Discharge of Mattias Ankarberg	Mgmt	Yes	For	No
10.c4	Approve Discharge of Sarah McPhee	Mgmt	Yes	For	No
10.c5	Approve Discharge of Helene Mellquist	Mgmt	Yes	For	No
10.c6	Approve Discharge of Therese Reutersward	Mgmt	Yes	For	No
10.7	Approve Discharge of Johan Westman	Mgmt	Yes	For	No
10.c8	Approve Discharge of Helene Willberg	Mgmt	Yes	For	No
10.c9	Approve Discharge of CEO Magnus Welander	Mgmt	Yes	For	No
10.d	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Metric Concerns: Lack of disclosure of STI bonus targets, significant increase to CEO pay without rationale.</i>					
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	Yes	For	No

Thule Group AB

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
12	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chairman and SEK 430,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	No
13.1	Reelect Hans Eckerstrom as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Overboarding: Nominee is Board Chair, and sits on a number of external boards which may impact their role</i>					
13.2	Reelect Mattias Ankarberg as Director	Mgmt	Yes	For	No
13.3	Reelect Sarah McPhee as Director	Mgmt	Yes	For	No
13.4	Reelect Helene Mellquist as Director	Mgmt	Yes	For	No
13.5	Reelect Johan Westman as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Overboarding: Nominee sits on a number of external boards which may impact their role.</i>					
13.6	Reelect Helene Willberg as New Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Overboarding: Nominee sits on a number of external boards which may impact their role.</i>					
13.7	Elect Anders Jensen as New Director	Mgmt	Yes	For	No
13.8	Reelect Hans Eckerstrom as Board Chair	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Overboarding: Nominee is Board Chair, and sits on a number of external boards which may impact their role.</i>					
14	Approve Remuneration of Auditors	Mgmt	Yes	For	No
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	No
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Ownership Requirement: Insufficient shareholding.information, lack of disclosure around LTI performance criteria</i>					
17	Approve Warrant Plan for Key Employees	Mgmt	Yes	For	No
18	Close Meeting	Mgmt	No		

Venture Corporation Limited

Meeting Date: 04/27/2023

Country: Singapore

Ticker: V03

Meeting Type: Annual

Meeting ID: 1739607

Primary ISIN: SG0531000230

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	Yes	For	No
2	Approve Final Dividend	Mgmt	Yes	For	No

Venture Corporation Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3	Elect Han Thong Kwang as Director	Mgmt	Yes	For	No
4	Approve Directors' Fees	Mgmt	Yes	For	No
5	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	No
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	Yes	For	No
7	Approve Grant of Options and/or Share Awards and Issuance of Shares Pursuant to the Venture Corporation Executives' Share Option Scheme 2015 and Venture Corporation Restricted Share Plan 2021	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
8	Authorize Share Repurchase Program	Mgmt	Yes	For	No

Hang Lung Group Limited

Meeting Date: 04/28/2023

Country: Hong Kong

Ticker: 10

Meeting Type: Annual

Meeting ID: 1739362

Primary ISIN: HK0010000088

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Final Dividend	Mgmt	Yes	For	No
3a	Elect Gerald Lokchung Chan as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Independence: Non-independent NED and less than half of the board can be considered independent. Attendance: Attendance concerns for two consecutive years.</i>					
3b	Elect Lap-Chee Tsui as Director	Mgmt	Yes	For	No
3c	Elect Martin Cheung Kong Liao as Director	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3d	Elect Adriel Chan as Director	Mgmt	Yes	For	No
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	Yes	For	No
4	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	No

Hang Lung Group Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive dilution without pre-emptive rights.</i>					
7	Authorize Reissuance of Repurchased Shares	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive dilution without pre-emptive rights.</i>					

UOL Group Limited

Meeting Date: 04/28/2023

Country: Singapore

Ticker: U14

Meeting Type: Annual

Meeting ID: 1740485

Primary ISIN: SG1S83002349

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	Yes	For	No
2	Approve First and Final and Special Dividend	Mgmt	Yes	For	No
3	Approve Directors' Fees	Mgmt	Yes	For	No
4	Elect Poon Hon Thang Samuel as Director	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
5	Elect Wee Ee-chao as Director	Mgmt	Yes	For	No
6	Elect Sim Hwee Cher as Director	Mgmt	Yes	For	No
7	Elect Yip Wai Ping Annabelle as Director	Mgmt	Yes	For	No
8	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	No
9	Approve Grant of Options and Issuance of Shares Under the UOL 2022 Share Option Scheme	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive dilution.Lack of disclosure of performance metrics.</i>					
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Issuance: Excessive dilution without pre-emptive rights.</i>					
11	Authorize Share Repurchase Program	Mgmt	Yes	For	No

Ryan Specialty Holdings, Inc.

Meeting Date: 05/01/2023

Country: USA

Ticker: RYAN

Meeting Type: Annual

Meeting ID: 1731121

Primary ISIN: US78351F1075

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director David P. Bolger	Mgmt	Yes	For	No
1.2	Elect Director Nicholas D. Cortezi	Mgmt	Yes	For	No
1.3	Elect Director Robert (Bobby) Le Blanc	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Governance: The nominee is a member of the governance committee and they have failed to remove the supermajority vote requirement.</i>					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No

Terreno Realty Corporation

Meeting Date: 05/02/2023

Country: USA

Ticker: TRNO

Meeting Type: Annual

Meeting ID: 1733226

Primary ISIN: US88146M1018

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director W. Blake Baird	Mgmt	Yes	For	No
1b	Elect Director Michael A. Coke	Mgmt	Yes	For	No
1c	Elect Director Linda Assante	Mgmt	Yes	For	No
1d	Elect Director Gary N. Boston	Mgmt	Yes	For	No
1e	Elect Director LeRoy E. Carlson	Mgmt	Yes	For	No
1f	Elect Director Irene H. Oh	Mgmt	Yes	For	No
1g	Elect Director Douglas M. Pasquale	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
1h	Elect Director Dennis Polk	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

BWX Technologies, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: BWXT

Meeting Type: Annual

Meeting ID: 1729269

Primary ISIN: US05605H1005

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Jan A. Bertsch	Mgmt	Yes	For	No
1b	Elect Director Gerhard F. Burbach	Mgmt	Yes	For	No
1c	Elect Director Rex D. Geveden	Mgmt	Yes	For	No
1d	Elect Director James M. Jaska	Mgmt	Yes	For	No
1e	Elect Director Kenneth J. Krieg	Mgmt	Yes	For	No
1f	Elect Director Leland D. Melvin	Mgmt	Yes	For	No
1g	Elect Director Robert L. Nardelli	Mgmt	Yes	For	No
1h	Elect Director Barbara A. Niland	Mgmt	Yes	For	No
1i	Elect Director John M. Richardson	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No

Delek US Holdings, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: DK

Meeting Type: Annual

Meeting ID: 1733981

Primary ISIN: US24665A1034

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Ezra Uzi Yemin	Mgmt	Yes	For	No
1b	Elect Director Avigal Soreq	Mgmt	Yes	For	No
1c	Elect Director William J. Finnerty	Mgmt	Yes	For	No
1d	Elect Director Richard J. Marcogliese	Mgmt	Yes	For	No
1e	Elect Director Leonardo Moreno	Mgmt	Yes	For	No
1f	Elect Director Gary M. Sullivan, Jr.	Mgmt	Yes	For	No
1g	Elect Director Vicky Sutil	Mgmt	Yes	For	No
1h	Elect Director Laurie Z. Tolson	Mgmt	Yes	For	No
1i	Elect Director Shlomo Zohar	Mgmt	Yes	For	No

Delek US Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: Auditor: our investment team reviews the financial statements closely and is satisfied that there is no need to vote against the audit firm for tenure</i>					
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	No

Gibraltar Industries, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: ROCK

Meeting Type: Annual

Meeting ID: 1739019

Primary ISIN: US3746891072

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Mark G. Barberio	Mgmt	Yes	For	No
1b	Elect Director William T. Bosway	Mgmt	Yes	For	No
1c	Elect Director Craig A. Hindman	Mgmt	Yes	For	No
1d	Elect Director Gwendolyn G. Mizell	Mgmt	Yes	For	No
1e	Elect Director Linda K. Myers	Mgmt	Yes	For	No
1f	Elect Director James B. Nish	Mgmt	Yes	For	No
1g	Elect Director Atlee Valentine Pope	Mgmt	Yes	For	No
1h	Elect Director Manish H. Shah	Mgmt	Yes	For	No
2	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	No
5	Amend Certificate of Incorporation to Add State and Federal Forum Selection Provisions	Mgmt	Yes	For	No
6	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

Kemper Corporation

Meeting Date: 05/03/2023

Country: USA

Ticker: KMPR

Meeting Type: Annual

Meeting ID: 1732340

Primary ISIN: US4884011002

Kemper Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Teresa A. Canida	Mgmt	Yes	For	No
1b	Elect Director George N. Cochran	Mgmt	Yes	For	No
1c	Elect Director Kathleen M. Cronin	Mgmt	Yes	For	No
1d	Elect Director Jason N. Gorevic	Mgmt	Yes	For	No
1e	Elect Director Lacy M. Johnson	Mgmt	Yes	For	No
1f	Elect Director Joseph P. Lacher, Jr.	Mgmt	Yes	For	No
1g	Elect Director Gerald Laderman	Mgmt	Yes	For	No
1h	Elect Director Alberto J. Paracchini	Mgmt	Yes	For	No
1i	Elect Director Stuart B. Parker	Mgmt	Yes	For	No
1j	Elect Director Christopher B. Sarofim	Mgmt	Yes	For	No
1k	Elect Director Susan D. Whiting	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The threshold target of the relative TSR metric is set below median performance.</i>					
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Primoris Services Corporation

Meeting Date: 05/03/2023

Country: USA

Ticker: PRIM

Meeting Type: Annual

Meeting ID: 1734010

Primary ISIN: US74164F1030

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Michael E. Ching	Mgmt	Yes	For	No
1.2	Elect Director Stephen C. Cook	Mgmt	Yes	For	No
1.3	Elect Director David L. King	Mgmt	Yes	For	No
1.4	Elect Director Carla S. Mashinski	Mgmt	Yes	For	No
1.5	Elect Director Terry D. McCallister	Mgmt	Yes	For	No
1.6	Elect Director Thomas E. McCormick	Mgmt	Yes	For	No
1.7	Elect Director Jose R. Rodriguez	Mgmt	Yes	For	No

Primoris Services Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.8	Elect Director John P. Schauerman	Mgmt	Yes	For	No
1.9	Elect Director Patricia K. Wagner	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Metric Concerns: We do not agree with the duplication of metrics across different awards. LTIP Structure: Insufficient vesting period.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Moss Adams LLP as Auditors	Mgmt	Yes	For	No
5	Approve Omnibus Stock Plan	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive dilution. The plan allows broad discretion to accelerate vesting.</i>					

SKAN Group AG

Meeting Date: 05/03/2023

Country: Switzerland

Ticker: SKAN

Meeting Type: Annual

Meeting ID: 1706749

Primary ISIN: CH0013396012

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	No
3	Approve Allocation of Income and Dividends of CHF 0.25 per Share	Mgmt	Yes	For	No
4.1.1	Reelect Gert Thoenen as Director and Board Chair	Mgmt	Yes	For	No
4.1.2	Reelect Oliver Baumann as Director	Mgmt	Yes	For	No
<i>Blended Rationale: Independence matches free float.</i>					
4.1.3	Reelect Cornelia Gehrig as Director	Mgmt	Yes	For	No
4.1.4	Reelect Thomas Huber as Director	Mgmt	Yes	For	No
4.1.5	Reelect Beat Luethi as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of gender diversity on the board.</i>					
4.1.6	Reelect Gregor Plattner as Director	Mgmt	Yes	For	No
<i>Blended Rationale: Independence matches free float.</i>					
4.1.7	Reelect Patrick Schaer as Director	Mgmt	Yes	For	No
<i>Blended Rationale: Independence matches free float.</i>					

SKAN Group AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
5.1.1	Reappoint Beat Luethi as Member of the Personnel and Compensation Committee	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of gender diversity on the board.</i>					
5.1.2	Reappoint Gert Thoenen as Member of the Personnel and Compensation Committee	Mgmt	Yes	For	No
5.1.3	Reappoint Oliver Baumann as Member of the Personnel and Compensation Committee	Mgmt	Yes	For	No
<i>Blended Rationale: Independence matches free float.</i>					
6	Approve Remuneration Report (Non-Binding)	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around performance targets so unable to assess pay for performance alignment.</i>					
7	Approve Remuneration of Directors in the Amount of CHF 575,000	Mgmt	Yes	For	No
8	Approve Remuneration of Executive Committee in the Amount of CHF 7.6 Million	Mgmt	Yes	For	No
9	Ratify BDO AG as Auditors	Mgmt	Yes	For	No
10	Designate v.FISCHER Recht AG as Independent Proxy	Mgmt	Yes	For	No
11.1	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We do not support virtual only meetings.</i>					
11.2	Amend Articles Re: Interim Dividend and Interim Financial Statements	Mgmt	Yes	For	No
11.3	Amend Articles Re: Qualified Majority for Adoption of Resolutions	Mgmt	Yes	For	No
11.4	Amend Articles Re: Duties of the Board of Directors	Mgmt	Yes	For	No
12	Transact Other Business (Voting)	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Other business not disclosed.</i>					

Axis Capital Holdings Limited

Meeting Date: 05/04/2023

Country: Bermuda

Ticker: AXS

Meeting Type: Annual

Meeting ID: 1733766

Primary ISIN: BMG0692U1099

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director W. Marston Becker	Mgmt	Yes	For	No
1.2	Elect Director Michael Millegan	Mgmt	Yes	For	No
1.3	Elect Director Thomas C. Ramey	Mgmt	Yes	For	No

Axis Capital Holdings Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Lizabeth H. Zlatkus	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	No
5	Approve Deloitte Ltd., Hamilton, Bermuda as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	No

Blended Rationale: We support this proposal.

Encompass Health Corporation

Meeting Date: 05/04/2023

Country: USA

Ticker: EHC

Meeting Type: Annual

Meeting ID: 1739008

Primary ISIN: US29261A1007

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Greg D. Carmichael	Mgmt	Yes	For	No
1b	Elect Director John W. Chidsey	Mgmt	Yes	For	No
1c	Elect Director Donald L. Correll	Mgmt	Yes	For	No
1d	Elect Director Joan E. Herman	Mgmt	Yes	For	No
1e	Elect Director Leslye G. Katz	Mgmt	Yes	For	No
1f	Elect Director Patricia A. Maryland	Mgmt	Yes	For	No
1g	Elect Director Kevin J. O'Connor	Mgmt	Yes	For	No
1h	Elect Director Christopher R. Reidy	Mgmt	Yes	For	No
1i	Elect Director Nancy M. Schlichting	Mgmt	Yes	For	No
1j	Elect Director Mark J. Tarr	Mgmt	Yes	For	No
1k	Elect Director Terrance Williams	Mgmt	Yes	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Genpact Limited

Meeting Date: 05/04/2023

Country: Bermuda

Ticker: G

Meeting Type: Annual

Meeting ID: 1731980

Primary ISIN: BMG3922B1072

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	Yes	For	No
1.2	Elect Director James Madden	Mgmt	Yes	For	No
1.3	Elect Director Ajay Agrawal	Mgmt	Yes	For	No
1.4	Elect Director Stacey Cartwright	Mgmt	Yes	For	No
1.5	Elect Director Laura Conigliaro	Mgmt	Yes	For	No
1.6	Elect Director Tamara Franklin	Mgmt	Yes	For	No
1.7	Elect Director Carol Lindstrom	Mgmt	Yes	For	No
1.8	Elect Director CeCelia Morken	Mgmt	Yes	For	No
1.9	Elect Director Brian Stevens	Mgmt	Yes	For	No
1.10	Elect Director Mark Verdi	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify KPMG Assurance and Consulting Services LLP as Auditors	Mgmt	Yes	For	No

Hexcel Corporation

Meeting Date: 05/04/2023

Country: USA

Ticker: HXL

Meeting Type: Annual

Meeting ID: 1733243

Primary ISIN: US4282911084

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Nick L. Stanage	Mgmt	Yes	For	No
1b	Elect Director Jeffrey C. Campbell	Mgmt	Yes	For	No
1c	Elect Director Cynthia M. Egnotovich	Mgmt	Yes	For	No
1d	Elect Director Thomas A. Gendron	Mgmt	Yes	For	No
1e	Elect Director Jeffrey A. Graves	Mgmt	Yes	For	No
1f	Elect Director Guy C. Hachey	Mgmt	Yes	For	No
1g	Elect Director Marilyn L. Minus	Mgmt	Yes	For	No

Hexcel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1h	Elect Director Catherine A. Suever	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR this proposal is warranted, with caution. The committee was sufficiently responsive to investor concerns following last year's say-on-pay vote, but many of the changes made in response to shareholder feedback will not be fully implemented until FY23. While these changes should improve the performance basis of long-term incentives, investors are advised to continue to monitor pay levels at the company.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

Univar Solutions Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: UNVR

Meeting Type: Annual

Meeting ID: 1732613

Primary ISIN: US91336L1070

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Joan A. Braca	Mgmt	Yes	For	No
1.2	Elect Director Mark J. Byrne	Mgmt	Yes	For	No
1.3	Elect Director Daniel P. Doheny	Mgmt	Yes	For	No
1.4	Elect Director Rhonda Germany	Mgmt	Yes	For	No
1.5	Elect Director David C. Jukes	Mgmt	Yes	For	No
1.6	Elect Director Varun Laroyia	Mgmt	Yes	For	No
1.7	Elect Director Stephen D. Newlin	Mgmt	Yes	For	No
1.8	Elect Director Christopher D. Pappas	Mgmt	Yes	For	No
1.9	Elect Director Kerry J. Preete	Mgmt	Yes	For	No
1.10	Elect Director Robert L. Wood	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

Cint Group AB

Meeting Date: 05/09/2023

Country: Sweden

Ticker: CINT

Meeting Type: Annual

Meeting ID: 1720838

Primary ISIN: SE0015483276

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt	No		
2	Elect Chairman of Meeting	Mgmt	Yes	For	No
3	Prepare and Approve List of Shareholders	Mgmt	Yes	For	No
4	Approve Agenda of Meeting	Mgmt	Yes	For	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	Yes	For	No
6	Acknowledge Proper Convening of Meeting	Mgmt	Yes	For	No
7	Receive Financial Statements and Statutory Reports	Mgmt	No		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	Yes	For	No
8.c1	Approve Discharge of Patrick Comer	Mgmt	Yes	For	No
8.c2	Approve Discharge of Niklas Savander	Mgmt	Yes	For	No
8.c3	Approve Discharge of Daniel Berglund	Mgmt	Yes	For	No
8.c4	Approve Discharge of Liselotte Engstam	Mgmt	Yes	For	No
8.c5	Approve Discharge of Kaveh Rostampor	Mgmt	Yes	For	No
8.c6	Approve Discharge of Anna Belfrage	Mgmt	Yes	For	No
8.c7	Approve Discharge of Carl Sparks	Mgmt	Yes	For	No
8.c8	Approve Discharge of Tina Daniels	Mgmt	Yes	For	No
8.c9	Approve Discharge of Tom Buehlmann	Mgmt	Yes	For	No
9.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	Yes	For	No
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	Yes	For	No
10.1	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chairman and SEK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	No
10.2	Approve Remuneration of Auditors	Mgmt	Yes	For	No
11.1	Reelect Patrick Comer as Director	Mgmt	Yes	For	No
11.2	Reelect Carl Sparks as Director	Mgmt	Yes	For	No
11.3	Reelect Tina Daniels as Director	Mgmt	Yes	For	No
11.4	Reelect Liselotte Engstam as Director	Mgmt	Yes	For	No
11.5	Reelect Anna Belfrage as Director	Mgmt	Yes	For	No

Cint Group AB

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
11.6	Elect Mark Simon as New Director	Mgmt	Yes	For	No
11.7	Elect Donna L. DePasquale as New Director	Mgmt	Yes	For	No
11.8	Reelect Patrick Comer as Board Chair	Mgmt	Yes	For	No
11.9	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	Yes	For	No
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Yes	For	No
<i>Blended Rationale: Following a period of engagement, we are supportive of the remuneration at Cint Group.</i>					
13	Approve Remuneration Report	Mgmt	Yes	For	No
<i>Blended Rationale: Following a period of engagement, we are supportive of the remuneration at Cint Group.</i>					
14	Approve Issuance of Up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	Yes	For	No
15	Close Meeting	Mgmt	No		

Darling Ingredients Inc.

Meeting Date: 05/09/2023

Country: USA

Ticker: DAR

Meeting Type: Annual

Meeting ID: 1733241

Primary ISIN: US2372661015

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Randall C. Stuewe	Mgmt	Yes	For	No
1b	Elect Director Charles Adair	Mgmt	Yes	For	No
1c	Elect Director Beth Albright	Mgmt	Yes	For	No
1d	Elect Director Larry A. Barden	Mgmt	Yes	For	No
1e	Elect Director Celeste A. Clark	Mgmt	Yes	For	No
1f	Elect Director Linda Goodspeed	Mgmt	Yes	For	No
1g	Elect Director Enderson Guimaraes	Mgmt	Yes	For	No
1h	Elect Director Gary W. Mize	Mgmt	Yes	For	No
1i	Elect Director Michael E. Rescoe	Mgmt	Yes	For	No
1j	Elect Director Kurt Stoffel	Mgmt	Yes	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: Support for this proposal is warranted.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Fluidra SA

Meeting Date: 05/10/2023

Country: Spain

Ticker: FDR

Meeting Type: Annual

Meeting ID: 1737362

Primary ISIN: ES0137650018

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Consolidated and Standalone Financial Statements	Mgmt	Yes	For	No
2	Approve Non-Financial Information Statement	Mgmt	Yes	For	No
3	Approve Allocation of Income	Mgmt	Yes	For	No
4	Approve Discharge of Board	Mgmt	Yes	For	No
5	Approve Dividends Charged Against Reserves	Mgmt	Yes	For	No
6	Amend Article 36 Re: Increase in Board Size to 13	Mgmt	Yes	For	No
7.1	Elect Aedhmar Hynes as Director	Mgmt	Yes	For	No
7.2	Elect Manuel Puig Rocha as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Independence: Non-independent NED and less than half of the board can be considered independent.</i>					
8	Reelect Jorge Valentin Constans Fernandez as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Gender Diversity: Less than 33% of the board are female directors.</i>					
9	Advisory Vote on Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Metric Concerns: Lack of disclosure of bonus targets. A vote FOR this item is warranted due to a lack of material concerns about the company's pay practices in FY under review. However, - There is room for improvement in terms ex-post information on performance outcome. - Following the vesting of LTI awards in 2022, the CEO's total pay is 4.52x the peer median.</i>					
10	Approve Stock-for-Salary Plan	Mgmt	Yes	For	No
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	Yes	For	No

Iluka Resources Limited

Meeting Date: 05/10/2023

Country: Australia

Ticker: ILU

Meeting Type: Annual

Meeting ID: 1716745

Primary ISIN: AU000000ILU1

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Elect Susie Corlett as Director	Mgmt	Yes	For	No
2	Elect Lynne Saint as Director	Mgmt	Yes	For	No

Iluka Resources Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Remuneration: concerns about rigour of metrics, whether they are payments for business as usual and performance disclosure</i>					
4	Approve Grant of Restricted Rights and Performance Rights to Tom O'Leary	Mgmt	Yes	For	No
5	Approve Grant of Performance Rights to Tom O'Leary	Mgmt	Yes	For	No

Rentokil Initial Plc

Meeting Date: 05/10/2023

Country: United Kingdom

Ticker: RTO

Meeting Type: Annual

Meeting ID: 1744500

Primary ISIN: GB00B082RF11

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Meeting for ADR Holders	Mgmt	No		
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
3	Approve Restricted Share Plan	Mgmt	Yes	For	No
4	Approve Deferred Bonus Plan	Mgmt	Yes	For	No
5	Approve Final Dividend	Mgmt	Yes	For	No
6	Elect David Frear as Director	Mgmt	Yes	For	No
7	Elect Sally Johnson as Director	Mgmt	Yes	For	No
8	Re-elect Stuart Ingall-Tombs as Director	Mgmt	Yes	For	No
9	Re-elect Sarosh Mistry as Director	Mgmt	Yes	For	No
10	Re-elect John Pettigrew as Director	Mgmt	Yes	For	No
11	Re-elect Andy Ransom as Director	Mgmt	Yes	For	No
12	Re-elect Richard Solomons as Director	Mgmt	Yes	For	No
13	Re-elect Cathy Turner as Director	Mgmt	Yes	For	No
14	Re-elect Linda Yueh as Director	Mgmt	Yes	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	No
18	Authorise Issue of Equity	Mgmt	Yes	For	No

Rentokil Initial Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	Yes	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No
23	Adopt New Articles of Association	Mgmt	Yes	For	No

Assurant, Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: AIZ

Meeting Type: Annual

Meeting ID: 1733239

Primary ISIN: US04621X1081

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Elaine D. Rosen	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
1b	Elect Director Paget L. Alves	Mgmt	Yes	For	No
1c	Elect Director Rajiv Basu	Mgmt	Yes	For	No
1d	Elect Director J. Braxton Carter	Mgmt	Yes	For	No
1e	Elect Director Juan N. Cento	Mgmt	Yes	For	No
1f	Elect Director Keith W. Demmings	Mgmt	Yes	For	No
1g	Elect Director Harriet Edelman	Mgmt	Yes	For	No
1h	Elect Director Sari Granat	Mgmt	Yes	For	No
1i	Elect Director Lawrence V. Jackson	Mgmt	Yes	For	No
1j	Elect Director Debra J. Perry	Mgmt	Yes	For	No
1k	Elect Director Ognjen (Ogi) Redzic	Mgmt	Yes	For	No
1l	Elect Director Paul J. Reilly	Mgmt	Yes	For	No
1m	Elect Director Robert W. Stein	Mgmt	Yes	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Meeting Date: 05/11/2023

Country: France

Ticker: NEX

Meeting Type: Annual/Special

Meeting ID: 1735825

Primary ISIN: FR0000044448

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt	No		
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	No
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	Yes	For	No
4	Reelect Jean Mouton as Director	Mgmt	Yes	For	No
5	Reelect Bpifrance Participations as Director	Mgmt	Yes	For	No
6	Reelect Oscar Hasbun Martinez as Director	Mgmt	Yes	For	No
7	Reelect Hubert Porte as Director	Mgmt	Yes	For	No
8	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	No
9	Approve Compensation of Jean Mouton, Chairman of the Board	Mgmt	Yes	For	No
10	Approve Compensation of Christopher Guerin, CEO	Mgmt	Yes	For	No
<i>Blended Rationale: Disclosure is better than most peers.</i>					
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 820,000	Mgmt	Yes	For	No
12	Approve Remuneration Policy of Directors	Mgmt	Yes	For	No
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	No
14	Approve Remuneration Policy of CEO	Mgmt	Yes	For	No
<i>Blended Rationale: A vote FOR this remuneration policy is warranted, although the following concerns are raised: - The board has a large and vague derogative power, that could give it the possibility to the board to modify all elements of the remuneration policy. The main reason for support are: - There are no other concerns.</i>					
15	Approve Transaction with Invexans Limited Re: Long Term Partnership	Mgmt	Yes	For	No
16	Approve Transaction with Invexans SA Re: Tax Reimbursement Distribution Agreement by Brazilian Tax Authorities	Mgmt	Yes	For	No
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	No
	Extraordinary Business	Mgmt	No		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	No

Nexans SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 14 Million	Mgmt	Yes	For	No
20	Authorize Capitalization of Reserves of Up to EUR 14 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	No
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,375,330	Mgmt	Yes	For	No
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 4,375,330	Mgmt	Yes	For	No
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	Yes	For	No
24	Authorize Capital Increase of up to EUR 4,375,330 for Contributions in Kind	Mgmt	Yes	For	No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	No
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for International Employees	Mgmt	Yes	For	No
27	Authorize Up to EUR 300,000 for Use in Restricted Stock Plan With Performance Conditions Attached	Mgmt	Yes	For	No
28	Authorize Up to EUR 50,000 for Use in Restricted Stock Plan	Mgmt	Yes	For	No
	Ordinary Business	Mgmt	No		
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	No

Albany International Corp.

Meeting Date: 05/12/2023

Country: USA

Ticker: AIN

Meeting Type: Annual

Meeting ID: 1737078

Primary ISIN: US0123481089

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Erland E. Kailbourne	Mgmt	Yes	Withhold	Yes
	<i>Blended Rationale: Climate: Behind peers on climate risk management and oversight, we believe the way in which we have voted is in the best financial interests of our clients investments</i>				
1.2	Elect Director John R. Scannell	Mgmt	Yes	For	No

Albany International Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.3	Elect Director Katharine L. Plourde	Mgmt	Yes	For	No
1.4	Elect Director A. William Higgins	Mgmt	Yes	For	No
1.5	Elect Director Kenneth W. Krueger	Mgmt	Yes	For	No
1.6	Elect Director Mark J. Murphy	Mgmt	Yes	For	No
1.7	Elect Director J. Michael McQuade	Mgmt	Yes	For	No
1.8	Elect Director Christina M. Alvord	Mgmt	Yes	For	No
1.9	Elect Director Russell E. Toney	Mgmt	Yes	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	No
6	Eliminate Class B Common Stock	Mgmt	Yes	For	No

HelloFresh SE

Meeting Date: 05/12/2023

Country: Germany

Ticker: HFG

Meeting Type: Annual

Meeting ID: 1710333

Primary ISIN: DE000A161408

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	No		
2	Approve Allocation of Income and Omission of Dividends	Mgmt	Yes	For	No
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	No
5	Ratify KPMG AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	Yes	For	No
6.1	Elect John Rittenhouse to the Supervisory Board	Mgmt	Yes	For	No
6.2	Elect Ursula Radeke-Pietsch to the Supervisory Board	Mgmt	Yes	For	No

HelloFresh SE

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
6.3	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	Yes	For	No
6.4	Elect Stefan Smalla to the Supervisory Board	Mgmt	Yes	For	No
6.5	Elect Derek Zissman to the Supervisory Board	Mgmt	Yes	For	No
7	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: No performance conditions attached to short term awards as well as an adjustment to payout schedule which is not market practice and does not align with the shareholder experience.</i>					
8	Amend Articles Re: Supervisory Board Term of Office	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We prefer regular board elections to keep them accountable.</i>					
9	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are not supportive of virtual only meetings.</i>					
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	No

Lotus Bakeries NV

Meeting Date: 05/12/2023

Country: Belgium

Ticker: LOTB

Meeting Type: Annual/Special

Meeting ID: 1710543

Primary ISIN: BE0003604155

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Annual/Special Meeting Agenda	Mgmt	No		
1	Receive Directors' Reports (Non-Voting)	Mgmt	No		
2	Receive Auditors' Reports (Non-Voting)	Mgmt	No		
3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 45 per Share	Mgmt	Yes	For	No
4	Receive Consolidated Financial Statements (Non-Voting)	Mgmt	No		
5	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Ownership Requirement: Insufficient shareholding. Metric Concerns: Lack of disclosure of bonus targets. A vote AGAINST is warranted, because: - The company increased the CEO's base salary without providing a compelling rationale. - Limited disclosure on the STI plan regarding the performance targets in the short-term incentive plan (STIP). As such, it is difficult for investors to gauge the stringency of the STIP. - The remuneration report does not provide enough disclosure regarding the criteria and the performance targets in the long-term incentive plan (LTIP) plans.</i>					
6	Approve Discharge of Directors	Mgmt	Yes	For	No
7	Approve Discharge of Auditors	Mgmt	Yes	For	No

Lotus Bakeries NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
8	Approve End of Mandate of Sastraco BV, Permanently Represented by Sabine Sagaert, as Independent Director	Mgmt	Yes	For	No
9	Elect Eagli BV, Permanently Represented by Noelle Goris, as Independent Director	Mgmt	Yes	For	No
10	Elect LEMA BV, Permanently Represented by Michel Moortgat, as Independent Director	Mgmt	Yes	For	No
11	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	Yes	Against	Yes
<i>Blended Rationale: A vote AGAINST is warranted because the authorization could be used to thwart a hostile takeover by repurchasing and reissuing shares.</i>					
12	Receive Special Report Re: Increase the Company Capital and Receiving Notification of a Public Takeover Bid	Mgmt	No		
13	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	Yes	Against	Yes
<i>Blended Rationale: A vote AGAINST is warranted because this authority can be used as antitakeover mechanism. As owners of the company, shareholders should be given the opportunity to decide on the merits of takeover offers.</i>					
14	Change Date of Annual Meeting	Mgmt	Yes	For	No
15	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	No

MSA SAFETY INCORPORATED

Meeting Date: 05/12/2023

Country: USA

Ticker: MSA

Meeting Type: Annual

Meeting ID: 1736759

Primary ISIN: US5534981064

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director William M. Lambert	Mgmt	Yes	For	No
1.2	Elect Director Diane M. Pearse	Mgmt	Yes	For	No
1.3	Elect Director Nishan J. Vartanian	Mgmt	Yes	For	No
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	No
3	Ratify Ernst & Young LLP as Auditor	Mgmt	Yes	For	No

MSA SAFETY INCORPORATED

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Metric Concerns: We do not agree with the duplication of metrics across different awards. The threshold target of the relative TSR metric is set below median performance.</i>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Techtronic Industries Co., Ltd.

Meeting Date: 05/12/2023

Country: Hong Kong

Ticker: 669

Meeting Type: Annual

Meeting ID: 1742835

Primary ISIN: HK0669013440

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Final Dividend	Mgmt	Yes	For	No
3a	Elect Horst Julius Pudwill as Director	Mgmt	Yes	For	No
3b	Elect Joseph Galli Jr. as Director	Mgmt	Yes	For	No
3c	Elect Frank Chi Chung Chan as Director	Mgmt	Yes	For	No
3d	Elect Robert Hinman Getz as Director	Mgmt	Yes	For	No
3e	Authorize Board to Fix Remuneration of Directors	Mgmt	Yes	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	No
6	Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	No
7	Approve the Amendments to Share Award Scheme	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Performance conditions and meaningful vesting periods have not been disclosed. - The directors eligible to receive awards under the SAS are involved in the administration of the scheme. - The proposed amendments to the SAS do not address the current negative features of the scheme.</i>					
8	Approve the Amendments to Share Option Scheme	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Performance conditions and meaningful vesting periods have not been disclosed. - The directors eligible to receive awards under the SAS are involved in the administration of the scheme. - The proposed amendments to the SAS do not address the current negative features of the scheme.</i>					

The Chefs' Warehouse, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: CHEF

Meeting Type: Annual

Meeting ID: 1736340

Primary ISIN: US1630861011

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Ivy Brown	Mgmt	Yes	For	No
1b	Elect Director Dominick Cerbone	Mgmt	Yes	For	No
1c	Elect Director Joseph Cugine	Mgmt	Yes	For	No
1d	Elect Director Steven F. Goldstone	Mgmt	Yes	For	No
1e	Elect Director Alan Guarino	Mgmt	Yes	For	No
1f	Elect Director Stephen Hanson	Mgmt	Yes	For	No
1g	Elect Director Aylwin Lewis	Mgmt	Yes	For	No
1h	Elect Director Katherine Oliver	Mgmt	Yes	For	No
1i	Elect Director Christopher Pappas	Mgmt	Yes	For	No
1j	Elect Director John Pappas	Mgmt	Yes	For	No
2	Ratify BDO USA, LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	No

ASM International NV

Meeting Date: 05/15/2023

Country: Netherlands

Ticker: ASM

Meeting Type: Annual

Meeting ID: 1716389

Primary ISIN: NL0000334118

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Annual General Meeting	Mgmt	No		
1	Open Meeting	Mgmt	No		
2	Receive Report of Management Board (Non-Voting)	Mgmt	No		
3	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around the performance targets so unable to assess pay for performance alignment.</i>					
4	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	No
5	Approve Dividends	Mgmt	Yes	For	No

ASM International NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
6	Approve Discharge of Management Board	Mgmt	Yes	For	No
7	Approve Discharge of Supervisory Board	Mgmt	Yes	For	No
8	Adopt Remuneration Policy for Management Board	Mgmt	Yes	For	No
9	Ratify KPMG Accountants N.V. as Auditors	Mgmt	Yes	For	No
10a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	No
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	No
12	Other Business (Non-Voting)	Mgmt	No		
13	Close Meeting	Mgmt	No		

Cactus, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: WHD

Meeting Type: Annual

Meeting ID: 1737086

Primary ISIN: US1272031071

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Scott Bender	Mgmt	Yes	For	No
1.2	Elect Director Gary Rosenthal	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Gender Diversity: Less than 20% of the board are female directors. Governance: The nominee is a member of the governance committee and they have failed to remove the supermajority vote requirement / classified board structure. Finally, lack of transparency and disclosure regarding climate related targets.</i>					
1.3	Elect Director Bruce Rothstein	Mgmt	Yes	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	No

CTS Eventim AG & Co. KGaA

Meeting Date: 05/16/2023

Country: Germany

Ticker: EVD

Meeting Type: Annual

Meeting ID: 1710351

Primary ISIN: DE0005470306

CTS Eventim AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	No		
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	Mgmt	Yes	For	No
3	Approve Allocation of Income and Dividends of EUR 1.06 per Share	Mgmt	Yes	For	No
4	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	Mgmt	Yes	For	No
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	No
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	Yes	For	No
7	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are not supportive of virtual only meetings.</i>					
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	No
9	Amend Articles Re: Electronic Communication; Absentee Vote	Mgmt	Yes	For	No
10	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around the performance targets in the bonus so unable to assess pay for performance alignment.</i>					

Fortune Brands Innovations, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: FBIN

Meeting Type: Annual

Meeting ID: 1737122

Primary ISIN: US34964C1062

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Nicholas I. Fink	Mgmt	Yes	For	No
1b	Elect Director A. D. David Mackay	Mgmt	Yes	For	No
1c	Elect Director Stephanie Pugliese	Mgmt	Yes	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					

Fortune Brands Innovations, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
4	Amend Certificate of Incorporation to Provide for Exculpation of Officers	Mgmt	Yes	For	No

Solaris Oilfield Infrastructure, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: SOI

Meeting Type: Annual

Meeting ID: 1738952

Primary ISIN: US83418M1036

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director William A. Zartler	Mgmt	Yes	For	No
1.2	Elect Director Edgar R. Giesinger	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Director election: lack of ethnic diversity on the board; supermajority vote requirements and classified board still in place</i>					
1.3	Elect Director A. James Teague	Mgmt	Yes	For	No
2	Ratify BDO USA, LLP as Auditors	Mgmt	Yes	For	No
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	No
4	Amend Omnibus Stock Plan	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Remuneration: concerns about dilution, length of authority and terms including change in control, ability to accelerate vesting and recycling of shares</i>					
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Remuneration: most of LTIP is not performance based and performance period is less than three years</i>					
6	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Stericycle, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: SRCL

Meeting Type: Annual

Meeting ID: 1737720

Primary ISIN: US8589121081

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Robert S. Murley	Mgmt	Yes	For	No
1b	Elect Director Cindy J. Miller	Mgmt	Yes	For	No
1c	Elect Director Brian P. Anderson	Mgmt	Yes	For	No
1d	Elect Director Lynn D. Bleil	Mgmt	Yes	For	No

Stericycle, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1e	Elect Director Thomas F. Chen	Mgmt	Yes	For	No
1f	Elect Director Victoria L. Dolan	Mgmt	Yes	For	No
1g	Elect Director Naren K. Gursahaney	Mgmt	Yes	For	No
1h	Elect Director J. Joel Hackney, Jr.	Mgmt	Yes	For	No
1i	Elect Director Stephen C. Hooley	Mgmt	Yes	For	No
1j	Elect Director James L. Welch	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
5	Report on Political Contributions	SH	Yes	Against	No
<i>Blended Rationale: We believe this proposal is not in the best interests of shareholders and our clients.</i>					
6	Limit Accelerated Vesting of Equity Awards Upon a Change in Control	SH	Yes	For	Yes
<i>Blended Rationale: We believe that ro-rata vesting upon a change in control would further align the interests of executives with those of shareholders.</i>					

U.S. Physical Therapy, Inc.

Meeting Date: 05/16/2023

Country: USA

Ticker: USPH

Meeting Type: Annual

Meeting ID: 1741725

Primary ISIN: US90337L1089

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Edward L. Kuntz	Mgmt	Yes	For	No
1.2	Elect Director Christopher J. Reading	Mgmt	Yes	For	No
1.3	Elect Director Bernard A. Harris, Jr.	Mgmt	Yes	For	No
1.4	Elect Director Kathleen A. Gilmartin	Mgmt	Yes	For	No
1.5	Elect Director Regg E. Swanson	Mgmt	Yes	For	No
1.6	Elect Director Clayton K. Trier	Mgmt	Yes	For	No
1.7	Elect Director Anne B. Motsenbocker	Mgmt	Yes	For	No
1.8	Elect Director Nancy J. Ham	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Metric Concerns: We do not agree with the duplication of metrics across different awards. LTIP Structure: Insufficient vesting period.</i>					

U.S. Physical Therapy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	No

Burlington Stores, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: BURL

Meeting Type: Annual

Meeting ID: 1738114

Primary ISIN: US1220171060

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Ted English	Mgmt	Yes	For	No
1b	Elect Director Jordan Hitch	Mgmt	Yes	For	No
1c	Elect Director Mary Ann Tocio	Mgmt	Yes	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based. LTIP Structure: Insufficient vesting period.</i>					

Cherry SE

Meeting Date: 05/17/2023

Country: Germany

Ticker: C3RY

Meeting Type: Annual

Meeting ID: 1711211

Primary ISIN: DE000A3CRRN9

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	No		
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	No
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	No
4.1	Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2023	Mgmt	Yes	For	No
<i>Blended Rationale: Change of auditor after tender process conducted by company.</i>					

Cherry SE

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
4.2	Ratify Ebner Stolz GmbH & Co. KG as Auditors for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	Yes	For	No
<i>Blended Rationale: Change of auditor after tender process conducted by company.</i>					
5	Approve Remuneration Report	Mgmt	Yes	For	No
6.1	Elect James Burns to the Supervisory Board	Mgmt	Yes	For	No
6.2	Elect Joachim Coers to the Supervisory Board	Mgmt	Yes	For	No
6.3	Elect Heather Faust to the Supervisory Board	Mgmt	Yes	For	No
6.4	Elect Steven Greenberg to the Supervisory Board	Mgmt	Yes	For	No
6.5	Elect Charlotte Hovmand Johs to the Supervisory Board	Mgmt	Yes	For	No
6.6	Elect Dino Sawaya to the Supervisory Board	Mgmt	Yes	For	No
6.7	Elect Marcel Stolk to the Supervisory Board	Mgmt	Yes	For	No
7	Approve Affiliation Agreement with Cherry Peripherals GmbH	Mgmt	Yes	For	No
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are not supportive of virtual only meetings.</i>					
9.1	Amend Articles Re: General Meeting Chair and Procedure	Mgmt	Yes	For	No
9.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	No

ICU Medical, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: ICUI

Meeting Type: Annual

Meeting ID: 1739545

Primary ISIN: US44930G1076

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Vivek Jain	Mgmt	Yes	For	No
1.2	Elect Director George A. Lopez	Mgmt	Yes	For	No
1.3	Elect Director David C. Greenberg	Mgmt	Yes	For	No
1.4	Elect Director Elisha W. Finney	Mgmt	Yes	For	No
1.5	Elect Director David F. Hoffmeister	Mgmt	Yes	For	No

ICU Medical, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Donald M. Abbey	Mgmt	Yes	For	No
1.7	Elect Director Laurie Hernandez	Mgmt	Yes	For	No
1.8	Elect Director Kolleen T. Kennedy	Mgmt	Yes	For	No
1.9	Elect Director William Seeger	Mgmt	Yes	For	No
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Keller Group Plc

Meeting Date: 05/17/2023

Country: United Kingdom

Ticker: KLR

Meeting Type: Annual

Meeting ID: 1724114

Primary ISIN: GB0004866223

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
<i>Blended Rationale: Support for this proposal is warranted at this time.</i>					
3	Approve Final Dividend	Mgmt	Yes	For	No
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
5	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	No
6	Re-elect Paula Bell as Director	Mgmt	Yes	For	No
7	Re-elect David Burke as Director	Mgmt	Yes	For	No
8	Re-elect Juan Abrams as Director	Mgmt	Yes	For	No
9	Re-elect Peter Hill as Director	Mgmt	Yes	For	No
10	Re-elect Eva Lindqvist as Director	Mgmt	Yes	For	No
11	Re-elect Baroness Kate Rock as Director	Mgmt	Yes	For	No
12	Re-elect Michael Speakman as Director	Mgmt	Yes	For	No
13	Authorise Issue of Equity	Mgmt	Yes	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No

Keller Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

Proto Labs, Inc.

Meeting Date: 05/17/2023

Country: USA

Ticker: PRLB

Meeting Type: Annual

Meeting ID: 1739476

Primary ISIN: US7437131094

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Robert Bodor	Mgmt	Yes	For	No
1b	Elect Director Archie C. Black	Mgmt	Yes	For	No
1c	Elect Director Sujeet Chand	Mgmt	Yes	For	No
1d	Elect Director Moonhie Chin	Mgmt	Yes	For	No
1e	Elect Director Rainer Gawlick	Mgmt	Yes	For	No
1f	Elect Director Stacy Greiner	Mgmt	Yes	For	No
1g	Elect Director Donald G. Krantz	Mgmt	Yes	For	No
1h	Elect Director Sven A. Wehrwein	Mgmt	Yes	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based. LTIP Structure: Insufficient vesting period. The threshold target of the relative TSR metric is set below median performance.</i>					
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	No
5	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Yes	Against	No

Bridgepoint Group Plc

Meeting Date: 05/18/2023

Country: United Kingdom

Ticker: BPT

Meeting Type: Annual

Meeting ID: 1711367

Primary ISIN: GB00BND88V85

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
<p><i>Blended Rationale: A vote FOR this resolution is warranted, although it is not without concern: - Disclosure on remuneration is limited in scope, as there is no information on the carried interest arrangements in which EDs may participate, in line with typical private equity model. The main reason for support is: - Such information is not required to be disclosed, and this was also signaled in the IPO Prospectus.</i></p>					
3	Reappoint Mazars LLP as Auditors	Mgmt	Yes	For	No
4	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	No
5	Approve Final Dividend	Mgmt	Yes	For	No
6	Re-elect William Jackson as Director	Mgmt	Yes	For	No
7	Re-elect Adam Jones as Director	Mgmt	Yes	For	No
8	Re-elect Angeles Garcia-Poveda as Director	Mgmt	Yes	For	No
9	Re-elect Carolyn McCall as Director	Mgmt	Yes	For	No
10	Re-elect Archie Norman as Director	Mgmt	Yes	For	No
11	Re-elect Tim Score as Director	Mgmt	Yes	For	No
12	Elect Cyrus Taraporevala as Director	Mgmt	Yes	For	No
13	Authorise Issue of Equity	Mgmt	Yes	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

First BanCorp.

Meeting Date: 05/18/2023

Country: Puerto Rico

Ticker: FBP

Meeting Type: Annual

Meeting ID: 1739984

Primary ISIN: PR3186727065

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Juan Acosta Reboyras	Mgmt	Yes	For	No

First BanCorp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1b	Elect Director Aurelio Aleman	Mgmt	Yes	For	No
1c	Elect Director Luz A. Crespo	Mgmt	Yes	For	No
1d	Elect Director Tracey Dedrick	Mgmt	Yes	For	No
1e	Elect Director Patricia M. Eaves	Mgmt	Yes	For	No
1f	Elect Director Daniel E. Frye	Mgmt	Yes	For	No
1g	Elect Director John A. Heffern	Mgmt	Yes	For	No
1h	Elect Director Roberto R. Herencia	Mgmt	Yes	For	No
1i	Elect Director Felix M. Villamil	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Ratify Crowe LLP as Auditors	Mgmt	Yes	For	No

Gentex Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: GNTX

Meeting Type: Annual

Meeting ID: 1740705

Primary ISIN: US3719011096

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Joseph Anderson	Mgmt	Yes	For	No
1.2	Elect Director Leslie Brown	Mgmt	Yes	For	No
1.3	Elect Director Garth Deur	Mgmt	Yes	For	No
1.4	Elect Director Steve Downing	Mgmt	Yes	For	No
1.5	Elect Director Gary Goode	Mgmt	Yes	For	No
1.6	Elect Director Richard Schaum	Mgmt	Yes	For	No
1.7	Elect Director Kathleen Starkoff	Mgmt	Yes	For	No
1.8	Elect Director Brian Walker	Mgmt	Yes	For	No
1.9	Elect Director Ling Zang	Mgmt	Yes	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Blended Rationale: Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.

Gentherm Incorporated

Meeting Date: 05/18/2023

Country: USA

Ticker: THRM

Meeting Type: Annual

Meeting ID: 1740996

Primary ISIN: US37253A1034

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sophie Desormiere	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Ethnic Diversity: Lack of ethnic diversity on the board. Climate: Behind peers on climate risk management and oversight, we believe the way in which we have voted is in the best financial interests of our clients investments.</i>					
1.2	Elect Director Phillip M. Eylar	Mgmt	Yes	For	No
1.3	Elect Director David Heinzmann	Mgmt	Yes	For	No
1.4	Elect Director Ronald Hundzinski	Mgmt	Yes	For	No
1.5	Elect Director Charles Kummeth	Mgmt	Yes	For	No
1.6	Elect Director Betsy Meter	Mgmt	Yes	For	No
1.7	Elect Director Byron Shaw, II	Mgmt	Yes	For	No
1.8	Elect Director John Stacey	Mgmt	Yes	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The threshold target of the relative TSR metric is set below median performance.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	No

Vistry Group Plc

Meeting Date: 05/18/2023

Country: United Kingdom

Ticker: VTY

Meeting Type: Annual

Meeting ID: 1730270

Primary ISIN: GB0001859296

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: In-flight adjustments to LTIP awards which has resulted in maximum vesting.</i>					
3	Approve Final Dividend	Mgmt	Yes	For	No
4	Re-elect Ralph Findlay as Director	Mgmt	Yes	For	No
<i>Blended Rationale: Announcement on 11/05 that two new independent directors, including a female have been appointed to the board.</i>					
5	Re-elect Margaret Browne as Director	Mgmt	Yes	For	No

Vistry Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
6	Re-elect Ashley Steel as Director (Withdrawn)	Mgmt	No		
7	Re-elect Gregory Fitzgerald as Director	Mgmt	Yes	For	No
8	Re-elect Earl Sibley as Director	Mgmt	Yes	For	No
9	Elect Timothy Lawlor as Director	Mgmt	Yes	For	No
10	Elect Rowan Baker as Director	Mgmt	Yes	For	No
11	Elect Jeffrey Ubben as Director	Mgmt	Yes	For	No
<i>Blended Rationale: Announcement on 11/05 that two new independent directors, including a female have been appointed to the board.</i>					
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	No
15	Authorise Issue of Equity	Mgmt	Yes	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No

Bank of Ireland Group Plc

Meeting Date: 05/23/2023

Country: Ireland

Ticker: BIRG

Meeting Type: Annual

Meeting ID: 1746352

Primary ISIN: IE00BD1RP616

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	Do Not Vote	No
<i>Blended Rationale: Meeting not voted due to share blocking</i>					
2	Approve Final Dividend	Mgmt	Yes	Do Not Vote	No
<i>Blended Rationale: Meeting not voted due to share blocking</i>					
3a	Re-elect Myles O'Grady as Director	Mgmt	Yes	Do Not Vote	No
<i>Blended Rationale: Meeting not voted due to share blocking</i>					

Bank of Ireland Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3b	Re-elect Giles Andrews as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
3c	Re-elect Evelyn Bourke as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
3d	Re-elect Ian Buchanan as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
3e	Re-elect Eileen Fitzpatrick as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
3f	Re-elect Richard Goulding as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
3g	Re-elect Michele Greene as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
3h	Re-elect Patrick Kennedy as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
3i	Re-elect Fiona Muldoon as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
3j	Re-elect Steve Pateman as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
3k	Re-elect Mark Spain as Director	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
4	Ratify KPMG as Auditors	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
7	Approve Remuneration Report	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				

Bank of Ireland Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
8	Approve Remuneration Policy	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
9	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
10	Authorise Issue of Equity	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
13	Authorise Issue of Equity in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	Yes	Do Not Vote	No
	<i>Blended Rationale: Meeting not voted due to share blocking</i>				

Envista Holdings Corporation

Meeting Date: 05/23/2023

Country: USA

Ticker: NVST

Meeting Type: Annual

Meeting ID: 1741902

Primary ISIN: US29415F1049

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kieran T. Gallahue	Mgmt	Yes	For	No
1.2	Elect Director Barbara Hult	Mgmt	Yes	For	No
1.3	Elect Director Amir Aghdaei	Mgmt	Yes	For	No
1.4	Elect Director Vivek Jain	Mgmt	Yes	For	No
1.5	Elect Director Daniel Raskas	Mgmt	Yes	Withhold	Yes
	<i>Blended Rationale: The nominee is not considered independent and sits on a key committee.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

Envista Holdings Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes

Blended Rationale: We do not agree with the duplication of metrics across different awards. LTIP Structure: Insufficient vesting period.

Montana Aerospace AG

Meeting Date: 05/23/2023

Country: Switzerland

Ticker: AERO

Meeting Type: Annual

Meeting ID: 1749987

Primary ISIN: CH1110425654

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around short term performance targets, as well as an in-flight adjustment to the exercise price of the outstanding stock options.</i>					
3	Approve Treatment of Net Loss	Mgmt	Yes	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are not supportive of equity based compensation for non-executives.</i>					
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 10.5 Million	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Significant potential increase with no explanation provided, especially as number of execs has reduced.</i>					
6.1.1	Reelect Michael Tojner as Director and Board Co-Chair	Mgmt	Yes	For	No
6.1.2	Reelect Thomas Williams as Director and Board Co-Chair	Mgmt	Yes	For	No
6.1.3	Reelect Christian Hosp as Director	Mgmt	Yes	For	No
<i>Blended Rationale: We are satisfied that Helmut Wieser who has been reelected to the board this year, is independent.</i>					
6.1.4	Reelect Markus Vischer as Director	Mgmt	Yes	For	No
<i>Blended Rationale: We are satisfied that Helmut Wieser who has been reelected to the board this year, is independent.</i>					
6.1.5	Elect Silvia Buchinger as Director	Mgmt	Yes	For	No
6.1.6	Elect Helmut Wieser as Director	Mgmt	Yes	For	No
<i>Blended Rationale: We are satisfied that Helmut Wieser who has been reelected to the board this year, is independent.</i>					
6.2.1	Reappoint Michael Tojner as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	No

Blended Rationale: Improvement in gender diversity since engagement last year.

Montana Aerospace AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
6.2.2	Reappoint Thomas Williams as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	No
6.2.3	Appoint Christian Hosp as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	No
<i>Blended Rationale: We are satisfied that Helmut Wieser who has been reelected to the board this year, is independent.</i>					
6.3	Designate Keller AG as Independent Proxy	Mgmt	Yes	For	No
6.4	Ratify KPMG AG as Auditors	Mgmt	Yes	For	No
7.1	Amend Corporate Purpose	Mgmt	Yes	For	No
7.2	Approve Creation of Capital Band within the Upper Limit of CHF 74.4 Million and the Lower Limit of CHF 55.8 Million with or without Exclusion of Preemptive Rights	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive dilution concerns - if the company are to issue up to 20% of capital we would want to know the specific purpose before approving.</i>					
7.3	Amend Article Re: Location of General Meeting	Mgmt	Yes	For	No
7.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are not supportive of virtual only meetings.</i>					
7.5	Amend Articles of Association	Mgmt	Yes	For	No
7.6	Amend Articles Re: Editorial Changes	Mgmt	Yes	For	No
7.7	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are not supportive of share based pay or the option to grant loans and credits to non-execs as this compromises their independence.</i>					
8	Transact Other Business (Voting)	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Other business not disclosed.</i>					

Permian Resources Corp.

Meeting Date: 05/23/2023

Country: USA

Ticker: PR

Meeting Type: Annual

Meeting ID: 1742591

Primary ISIN: US71424F1057

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Maire A. Baldwin	Mgmt	Yes	For	No
1.2	Elect Director Aron Marquez	Mgmt	Yes	For	No
1.3	Elect Director Robert M. Tichio	Mgmt	Yes	For	No
<i>Blended Rationale: Director represents a large shareholder and so should be aligned with our interests</i>					

Permian Resources Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Amend Omnibus Stock Plan	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Remuneration: concerns about plan including provisions permitting acceleration of vesting, weak change in control safeguards and dilution</i>					
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No

Douglas Emmett, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: DEI

Meeting Type: Annual

Meeting ID: 1744533

Primary ISIN: US25960P1093

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Dan A. Emmett	Mgmt	Yes	For	No
1.2	Elect Director Jordan L. Kaplan	Mgmt	Yes	For	No
1.3	Elect Director Kenneth M. Panzer	Mgmt	Yes	For	No
1.4	Elect Director Leslie E. Bider	Mgmt	Yes	For	No
1.5	Elect Director Dorene C. Dominguez	Mgmt	Yes	For	No
1.6	Elect Director David T. Feinberg	Mgmt	Yes	For	No
1.7	Elect Director Ray C. Leonard	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Member of the governance committee and the company maintains bylaws that restrict shareholders ability to amend the bylaws.</i>					
1.8	Elect Director Virginia A. McFerran	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Board Composition: Average board tenure is considered excessive. Member of the governance committee and the company maintains bylaws that restrict shareholders ability to amend the bylaws.</i>					
1.9	Elect Director Thomas E. O'Hern	Mgmt	Yes	For	No
1.10	Elect Director William E. Simon, Jr.	Mgmt	Yes	For	No
1.11	Elect Director Shirley Wang	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Member of the governance committee and the company maintains bylaws that restrict shareholders ability to amend the bylaws.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We do not support LTIPs that are discretionary in nature.</i>					
4	Amend Omnibus Stock Plan	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The plan allows broad discretion to accelerate vesting.</i>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Douglas Emmett, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
6	Report on Lobbying Payments and Policy	SH	Yes	For	Yes

Blended Rationale: We believe this proposal is in the best interests of shareholders and our clients.

New Work SE

Meeting Date: 05/24/2023

Country: Germany

Ticker: NWO

Meeting Type: Annual

Meeting ID: 1710386

Primary ISIN: DE000NWRK013

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	No		
2	Approve Allocation of Income and Dividends of EUR 6.72 per Share	Mgmt	Yes	For	No
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	No
5	Ratify KPMG AG 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	Yes	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	No
7	Approve Creation of EUR 1.1 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	No
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 1.1 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Yes	For	No
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	No
10.1	Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Online Participation; Absentee Vote	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are not supportive of virtual only meetings.</i>					
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	No

Perella Weinberg Partners

Meeting Date: 05/24/2023

Country: USA

Ticker: PWP

Meeting Type: Annual

Meeting ID: 1744571

Primary ISIN: US71367G1022

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Andrew Bednar	Mgmt	Yes	For	No
1.2	Elect Director Robert K. Steel	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Governance: The nominee is chair of the governance committee and they have failed to remove the supermajority vote requirement and classified board structure. Lack of ethnic diversity on the board.</i>					
1.3	Elect Director Jorma Ollila	Mgmt	Yes	For	No
1.4	Elect Director Kristin W. Mugford	Mgmt	Yes	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

Progyny, Inc.

Meeting Date: 05/24/2023

Country: USA

Ticker: PGNY

Meeting Type: Annual

Meeting ID: 1744252

Primary ISIN: US74340E1038

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Lloyd Dean	Mgmt	Yes	For	No
1.2	Elect Director Kevin Gordon	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Governance: The nominee is a member of the governance committee and they have failed to remove the supermajority vote requirement / classified board structure.</i>					
1.3	Elect Director Cheryl Scott	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Governance: The nominee is a member of the governance committee and they have failed to remove the supermajority vote requirement / classified board structure.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based. LTIP Structure: Insufficient vesting period. We do not support one-off awards.</i>					

Reinsurance Group of America, Incorporated

Meeting Date: 05/24/2023

Country: USA

Ticker: RGA

Meeting Type: Annual

Meeting ID: 1743591

Primary ISIN: US7593516047

Reinsurance Group of America, Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Pina Albo	Mgmt	Yes	For	No
1b	Elect Director Tony Cheng	Mgmt	Yes	For	No
1c	Elect Director John J. Gauthier	Mgmt	Yes	For	No
1d	Elect Director Patricia L. Guinn	Mgmt	Yes	For	No
1e	Elect Director Anna Manning	Mgmt	Yes	For	No
1f	Elect Director Hazel M. McNeilage	Mgmt	Yes	For	No
1g	Elect Director George Nichols, III	Mgmt	Yes	For	No
1h	Elect Director Stephen O'Hearn	Mgmt	Yes	For	No
1i	Elect Director Shundrawn Thomas	Mgmt	Yes	For	No
1j	Elect Director Khanh T. Tran	Mgmt	Yes	For	No
1k	Elect Director Steven C. Van Wyk	Mgmt	Yes	For	No
2	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					

Advantech Co., Ltd.

Meeting Date: 05/25/2023

Country: Taiwan

Ticker: 2395

Meeting Type: Annual

Meeting ID: 1721317

Primary ISIN: TW0002395001

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	Yes	For	No
2	Approve Plan on Profit Distribution	Mgmt	Yes	For	No
3	Approve the Issuance of New Shares by Capitalization of Profit	Mgmt	Yes	For	No
4	Approve Issuance of Employee Stock Warrants	Mgmt	Yes	For	No
<i>Blended Rationale: Support is warranted.</i>					

Advantech Co., Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt	No		
5.1	Elect K.C. Liu, with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	Yes	For	No
5.2	Elect Wesley Liu, a REPRESENTATIVE of K and M Investment Co Ltd, with SHAREHOLDER NO.00000039, as Non-Independent Director	Mgmt	Yes	For	No
5.3	Elect Chaney Ho, a REPRESENTATIVE of Advantech Foundation, with SHAREHOLDER NO.00000163, as Non-Independent Director	Mgmt	Yes	For	No
5.4	Elect Tony Liu, a REPRESENTATIVE of AIDC Investment Corp, with SHAREHOLDER NO.00000040, as Non-Independent Director	Mgmt	Yes	For	No
5.5	Elect Jeff Chen, with ID NO.B100630XXX, as Non-Independent Director	Mgmt	Yes	For	No
5.6	Elect Ji-Ren Lee, with ID NO.Y120143XXX, as Non-Independent Director	Mgmt	Yes	For	No
5.7	Elect Benson Liu, with ID NO.P100215XXX, as Independent Director	Mgmt	Yes	For	No
5.8	Elect Chan-Jane Lin, with ID NO.R203128XXX, as Independent Director	Mgmt	Yes	For	No
5.9	Elect Ming-Hui Chang, with ID NO.N120041XXX, as Independent Director	Mgmt	Yes	For	No
6	Approve Release of Restrictions on Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	Yes	For	No

Compass Diversified Holdings

Meeting Date: 05/25/2023

Country: USA

Ticker: CODI

Meeting Type: Annual

Meeting ID: 1743203

Primary ISIN: US20451Q1040

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Alexander S. Bhathal	Mgmt	Yes	For	No
1.2	Elect Director James J. Bottiglieri	Mgmt	Yes	For	No
1.3	Elect Director Gordon M. Burns	Mgmt	Yes	For	No

Compass Diversified Holdings

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.4	Elect Director C. Sean Day	Mgmt	Yes	For	No
1.5	Elect Director Harold S. Edwards	Mgmt	Yes	For	No
1.6	Elect Director Larry L. Enterline	Mgmt	Yes	For	No
1.7	Elect Director Nancy B. Mahon	Mgmt	Yes	For	No
1.8	Elect Director Teri R. Shaffer	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	No

D'Ieteren Group

Meeting Date: 05/25/2023

Country: Belgium

Ticker: DIE

Meeting Type: Annual/Special

Meeting ID: 1712118

Primary ISIN: BE0974259880

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Annual/Special Meeting Agenda	Mgmt	No		
	Annual Meeting Agenda	Mgmt	No		
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt	No		
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.00 per Share	Mgmt	Yes	For	No
3	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure so unable to assess stringency on the plan.</i>					
4.1	Approve Discharge of Directors	Mgmt	Yes	For	No
4.2	Approve Discharge of Auditors	Mgmt	Yes	For	No
5.1	Elect Allegra Patrizi Unipersonnelle, Represented by Allegra Patrizi, as Independent Director	Mgmt	Yes	For	No
5.2	Elect LSIM SA, Represented by Wolfgang de Limburg Stirum, as Independent Director	Mgmt	Yes	For	No
5.3	Elect Diligencia Consult SRL, Represented by Diane Govaerts, as Independent Director	Mgmt	Yes	For	No
5.4	Reelect Michele Sioen as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive board term lengths.</i>					

D'Ieteren Group

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
5.5	Reelect Olivier Perier as Director	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Excessive board term lengths.</i>				
5.6	Approve Co-optation of HECHO SRL, Represented by Hugo De Stoop, as Independent Director	Mgmt	Yes	For	No
6	Ratify KPMG, Permanently Represented by Axel Jorion, as Auditor	Mgmt	Yes	For	No
	Extraordinary Meeting Agenda	Mgmt	No		
1.a	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Could be used during a takeover period.</i>				
1.b	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Could be used during a takeover period.</i>				
2.a	Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Excessive repurchase limit with no rationale disclosed.</i>				
2.b	Authorize Reissuance of Repurchased Shares	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Excessive repurchase limit with no rationale disclosed.</i>				
2.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Excessive repurchase limit with no rationale disclosed.</i>				
3	Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	No
4	Authorize Coordination of Articles of Association	Mgmt	Yes	For	No
5	Authorize Implementation of Approved Resolutions	Mgmt	Yes	For	No

IDEX Corporation

Meeting Date: 05/25/2023

Country: USA

Ticker: IEX

Meeting Type: Annual

Meeting ID: 1739359

Primary ISIN: US45167R1041

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Katrina L. Helmkamp	Mgmt	Yes	For	No
1b	Elect Director Mark A. Beck	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Gender Diversity: Less than 33% of the board are female directors.</i>				

IDEX Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1c	Elect Director Carl R. Christenson	Mgmt	Yes	For	No
1d	Elect Director Alejandro Quiroz Centeno	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based. LTIP Structure: Insufficient vesting period. The threshold target of the relative TSR metric is set below median.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Yes	For	Yes
<i>Blended Rationale: While we recognise the company has made a good effort to enhance its DE&I offering, we think that a review of whether and how the company's hiring practices related to people with incarceration records would complement their efforts and allow the company to address any blind spots found through the report.</i>					

KOMEDA Holdings Co., Ltd.

Meeting Date: 05/25/2023

Country: Japan

Ticker: 3543

Meeting Type: Annual

Meeting ID: 1752640

Primary ISIN: JP3305580007

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Amari, Yuichi	Mgmt	Yes	For	No
1.2	Elect Director Shimizu, Hiroki	Mgmt	Yes	For	No
1.3	Elect Director Kitagawa, Naoki	Mgmt	Yes	For	No
1.4	Elect Director Yamamoto, Tomohide	Mgmt	Yes	For	No
1.5	Elect Director Ishihara, Kazuhiro	Mgmt	Yes	For	No
2.1	Elect Director and Audit Committee Member Hori, Masatoshi	Mgmt	Yes	For	No
2.2	Elect Director and Audit Committee Member Shirahata, Hisashi	Mgmt	Yes	For	No
3	Approve Restricted Stock Plan	Mgmt	Yes	For	No

ONE Gas, Inc.

Meeting Date: 05/25/2023

Country: USA

Ticker: OGS

Meeting Type: Annual

Meeting ID: 1740457

Primary ISIN: US68235P1084

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Robert B. Evans	Mgmt	Yes	For	No
1.2	Elect Director John W. Gibson	Mgmt	Yes	For	No
1.3	Elect Director Tracy E. Hart	Mgmt	Yes	For	No
1.4	Elect Director Michael G. Hutchinson	Mgmt	Yes	For	No
1.5	Elect Director Robert S. McAnnally	Mgmt	Yes	For	No
1.6	Elect Director Pattye L. Moore	Mgmt	Yes	For	No
1.7	Elect Director Eduardo L. Rodriguez	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Climate: Behind peers on climate risk management and oversight, we believe the way in which we have voted is in the best financial interests of our clients investments.</i>					
1.8	Elect Director Douglas H. Yaeger	Mgmt	Yes	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The threshold target of the relative TSR metric is set below median performance.</i>					

Sotera Health Company

Meeting Date: 05/25/2023

Country: USA

Ticker: SHC

Meeting Type: Annual

Meeting ID: 1743552

Primary ISIN: US83601L1026

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Sean L. Cunningham	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Gender Diversity: Less than 20% of the board are female directors. Independence: Non-independent NED and less than one-third of the board can be considered independent. Board Composition: There is Executive Chair and no Lead Director appointed.</i>					
1b	Elect Director Robert B. Knauss	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Independence: Non-independent NED and less than one-third of the board can be considered independent.</i>					
1c	Elect Director Vincent K. Petrella	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based. LTIP Structure: Insufficient vesting period.</i>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

Spectris Plc

Meeting Date: 05/26/2023

Country: United Kingdom

Ticker: SXS

Meeting Type: Annual

Meeting ID: 1734371

Primary ISIN: GB0003308607

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	No
<i>Blended Rationale: Support for the remuneration report is warranted.</i>					
3	Approve Final Dividend	Mgmt	Yes	For	No
4	Re-elect Ravi Gopinath as Director	Mgmt	Yes	For	No
5	Re-elect Derek Harding as Director	Mgmt	Yes	For	No
6	Re-elect Andrew Heath as Director	Mgmt	Yes	For	No
7	Re-elect Alison Henwood as Director	Mgmt	Yes	For	No
8	Re-elect Ulf Quellmann as Director	Mgmt	Yes	For	No
9	Re-elect William Seeger as Director	Mgmt	Yes	For	No
10	Re-elect Cathy Turner as Director	Mgmt	Yes	For	No
11	Re-elect Kjersti Wiklund as Director	Mgmt	Yes	For	No
12	Re-elect Mark Williamson as Director	Mgmt	Yes	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	Yes	For	No
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	No
15	Authorise Issue of Equity	Mgmt	Yes	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

Recticel SA

Meeting Date: 05/30/2023

Country: Belgium

Ticker: RECT

Meeting Type: Annual

Meeting ID: 1752888

Primary ISIN: BE0003656676

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No		
1	Receive Directors' Consolidated Reports (Non-Voting)	Mgmt	No		
2	Receive Auditors' Consolidated Reports (Non-Voting)	Mgmt	No		
3.1	Adopt Financial Statements	Mgmt	Yes	For	No
3.2	Approve Allocation of Income and Dividends of EUR 0.31 per Share	Mgmt	Yes	For	No
4	Approve Discharge of Directors	Mgmt	Yes	For	No
5	Approve Discharge of Auditor	Mgmt	Yes	For	No
6	Reelect THIJS JOHNNY BV, Permanently Represented by Johnny Thijs, as Independent Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Gender diversity: the board is less than 33% female</i>					
7	Indicate THIJS JOHNNY BV, Permanently Represented by Johnny Thijs, as Independent Board Member	Mgmt	Yes	For	No
8	Approve Increase in Remuneration of the Auditor	Mgmt	Yes	For	No
9.1	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Remuneration: poor disclosure of targets and performance against them; no minimum share-ownership requirement; payment of transaction bonus</i>					
9.2	Approve Remuneration Policy	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Remuneration: poor disclosure of targets and performance against them; no minimum share-ownership requirement; payment of transaction bonus</i>					
9.3	Approve Remuneration of Directors	Mgmt	Yes	For	No
9.4	Approve Board Remuneration Re: Fee for Audit Committee Members	Mgmt	Yes	For	No
9.5	Approve Board Remuneration Re: Fee for Remuneration and Nomination Committee	Mgmt	Yes	For	No
9.6	Approve Deviation from Belgian Company Law Re: Variable Remuneration of Management Committee	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Remuneration: such a change could permit LTIP to vest within three years</i>					
10	Approve Stock Option Plan and Issuance of 360,000 Subscription Rights	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Option grant: concerns about scale of award and change in control provisions</i>					
11	Approve Change-of-Control Clause Re: Stock Option Plan	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Option grant: concerns about scale of award and change in control provisions</i>					

Rorze Corp.

Meeting Date: 05/30/2023

Country: Japan

Ticker: 6323

Meeting Type: Annual

Meeting ID: 1757319

Primary ISIN: JP3982200002

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 135	Mgmt	Yes	For	No
2.1	Elect Director Fujishiro, Yoshiyuki	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Gender Diversity: Lack of gender diversity on the board.</i>					
2.2	Elect Director Nakamura, Hideharu	Mgmt	Yes	For	No
2.3	Elect Director Hayasaki, Katsushi	Mgmt	Yes	For	No
2.4	Elect Director Sakiya, Fumio	Mgmt	Yes	For	No
2.5	Elect Director Hamori, Hiroshi	Mgmt	Yes	For	No
2.6	Elect Director Morishita, Hidenori	Mgmt	Yes	For	No
3	Approve Bonus Related to Retirement Bonus System Abolition	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Disclosure: The bonus amounts are not disclosed.</i>					

SINBON Electronics Co., Ltd.

Meeting Date: 05/30/2023

Country: Taiwan

Ticker: 3023

Meeting Type: Annual

Meeting ID: 1725652

Primary ISIN: TW0003023008

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Consolidated Financial Statements	Mgmt	Yes	For	No
2	Approve Plan on Profit Distribution	Mgmt	Yes	For	No

Bodycote Plc

Meeting Date: 05/31/2023

Country: United Kingdom

Ticker: BOY

Meeting Type: Annual

Meeting ID: 1736127

Primary ISIN: GB00B3FLWH99

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No

Bodycote Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2	Approve Final Dividend	Mgmt	Yes	For	No
3	Re-elect Daniel Dayan as Director	Mgmt	Yes	For	No
<i>Blended Rationale: Support for the election of this director is warranted at this time.</i>					
4	Re-elect Stephen Harris as Director	Mgmt	Yes	For	No
5	Re-elect Ian Duncan as Director	Mgmt	Yes	For	No
6	Re-elect Patrick Larmon as Director	Mgmt	Yes	For	No
7	Re-elect Lili Chahbazi as Director	Mgmt	Yes	For	No
8	Re-elect Kevin Boyd as Director	Mgmt	Yes	For	No
9	Elect Cynthia Gordon as Director	Mgmt	Yes	For	No
10	Elect Ben Fidler as Director	Mgmt	Yes	For	No
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	No
13	Approve Remuneration Report	Mgmt	Yes	For	No
<i>Blended Rationale: Support for this proposal is warranted at this time.</i>					
14	Authorise Issue of Equity	Mgmt	Yes	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	No
18	Amend Incentive Plan 2016	Mgmt	Yes	For	No
19	Adopt New Articles of Association	Mgmt	Yes	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	No

Kerry Properties Limited

Meeting Date: 05/31/2023

Country: Bermuda

Ticker: 683

Meeting Type: Annual

Meeting ID: 1750285

Primary ISIN: BMG524401079

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Final Dividend	Mgmt	Yes	For	No

Kerry Properties Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3a	Elect Kuok Khoon Hua as Director	Mgmt	Yes	For	No
3b	Elect Au Hing Lun, Dennis as Director	Mgmt	Yes	For	No
3c	Elect Wong Yu Pok, Marina as Director	Mgmt	Yes	For	No
3d	Elect Cheung Leong as Director	Mgmt	Yes	For	No
3e	Elect Chum Kwan Lock, Grant as Director	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
4	Approve Directors' Fees	Mgmt	Yes	For	No
5	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	No
6A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Issuance: Excessive dilution without pre-emptive rights.</i>					
6B	Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	No
6C	Authorize Reissuance of Repurchased Shares	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Issuance: Excessive dilution without pre-emptive rights.</i>					
7	Adopt the Amended and Restated Bye-laws	Mgmt	Yes	For	No

Primo Water Corporation

Meeting Date: 05/31/2023

Country: Canada

Ticker: PRMW

Meeting Type: Annual/Special

Meeting ID: 1745367

Primary ISIN: CA74167P1080

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Britta Bomhard	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
1b	Elect Director Susan E. Cates	Mgmt	Yes	For	No
1c	Elect Director Eric J. Foss	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Overboarding: Nominee sits on a number of external boards which may impact their role.</i>					
1d	Elect Director Jerry Fowden	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Concerns over entrenchment. Climate: Behind peers on climate risk management and oversight, we believe the way in which we have voted is in the best financial interests of our clients investments.</i>					
1e	Elect Director Thomas J. Harrington	Mgmt	Yes	For	No
1f	Elect Director Derek R. Lewis	Mgmt	Yes	For	No

Primo Water Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1g	Elect Director Lori T. Marcus	Mgmt	Yes	For	No
1h	Elect Director Billy D. Prim	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Concerns over entrenchment.</i>					
1i	Elect Director Archana Singh	Mgmt	Yes	For	No
1j	Elect Director Steven P. Stanbrook	Mgmt	Yes	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
5	Amend Bylaws	Mgmt	Yes	For	No

Dah Sing Banking Group Limited

Meeting Date: 06/02/2023

Country: Hong Kong

Ticker: 2356

Meeting Type: Annual

Meeting ID: 1750298

Primary ISIN: HK2356013600

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Final Dividend	Mgmt	Yes	For	No
3a	Elect David Shou-Yeh Wong as Director	Mgmt	Yes	For	No
3b	Elect Nicholas John Mayhew as Director	Mgmt	Yes	For	No
3c	Elect Seng-Lee Chan as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Gender Diversity: Lack of gender diversity on the board.</i>					
4	Approve Directors' Fees	Mgmt	Yes	For	No
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Issuance: Excessive dilution without pre-emptive rights.</i>					
7	Approve Grant Options Under the Share Option Scheme and Issue Shares Upon Exercise of the Options	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					

Crane NXT Co.

Meeting Date: 06/05/2023

Country: USA

Ticker: CXT

Meeting Type: Annual

Meeting ID: 1747631

Primary ISIN: US2244411052

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Michael Dinkins	Mgmt	Yes	For	No
1.2	Elect Director William Grogan	Mgmt	Yes	For	No
1.3	Elect Director Cristen Kogl	Mgmt	Yes	For	No
1.4	Elect Director Ellen McClain	Mgmt	Yes	For	No
1.5	Elect Director Max H. Mitchell	Mgmt	Yes	For	No
1.6	Elect Director Aaron W. Saak	Mgmt	Yes	For	No
1.7	Elect Director John S. Stroup	Mgmt	Yes	For	No
1.8	Elect Director James L. L. Tullis	Mgmt	Yes	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The threshold target of the relative TSR metric is set below median performance.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Crystal International Group Limited

Meeting Date: 06/07/2023

Country: Cayman Islands

Ticker: 2232

Meeting Type: Annual

Meeting ID: 1749277

Primary ISIN: KYG2701R1011

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Final Dividend	Mgmt	Yes	For	No
3a	Elect Lo Lok Fung Kenneth as Director	Mgmt	Yes	For	No
3b	Elect Lo Howard Ching Ho as Director	Mgmt	Yes	For	No
3c	Elect Wong Chi Fai as Director	Mgmt	Yes	For	No
3d	Elect Mak Wing Sum Alvin as Director	Mgmt	Yes	For	No
3e	Elect Mak Tang Pik Yee Agnes as Director	Mgmt	Yes	For	No

Crystal International Group Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3f	Authorize Board to Fix Remuneration of Directors	Mgmt	Yes	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	No
5	Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	No
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Issuance: Excessive dilution without pre-emptive rights.</i>					
7	Authorize Reissuance of Repurchased Shares	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Issuance: Excessive dilution without pre-emptive rights.</i>					
8	Approve Amendments to the Current Amended and Restated Memorandum and Articles of Association and Adopt the Second Amended and Restated Memorandum and Articles of Association	Mgmt	Yes	For	No

Gerresheimer AG

Meeting Date: 06/07/2023

Country: Germany

Ticker: GXI

Meeting Type: Annual

Meeting ID: 1710353

Primary ISIN: DE000A0LD6E6

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Short Fiscal Year 2022 (Non-Voting)	Mgmt	No		
2	Approve Allocation of Income and Dividends of EUR 1.25 per Share	Mgmt	Yes	For	No
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	No
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	Yes	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	No
<i>Blended Rationale: We are satisfied that the CEO and CFO have been buying shares consistently over recent years and have a sufficient level of share ownership.</i>					
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are not supportive of virtual only meetings.</i>					

Gerresheimer AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
8	Approve Creation of EUR 6.9 Million Pool of Authorized Capital I with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	No
9	Approve Creation of EUR 3.5 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	No
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million; Approve Creation of EUR 3.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Yes	For	No

Perficient, Inc.

Meeting Date: 06/07/2023

Country: USA

Ticker: PRFT

Meeting Type: Annual

Meeting ID: 1750582

Primary ISIN: US71375U1016

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Romil Bahl	Mgmt	Yes	For	No
1b	Elect Director Jeffrey S. Davis	Mgmt	Yes	For	No
1c	Elect Director Ralph C. Derrickson	Mgmt	Yes	For	No
1d	Elect Director Jill A. Jones	Mgmt	Yes	For	No
1e	Elect Director David S. Lundeen	Mgmt	Yes	For	No
1f	Elect Director Brian L. Matthews	Mgmt	Yes	For	No
1g	Elect Director Nancy C. Pechloff	Mgmt	Yes	For	No
1h	Elect Director Gary M. Wimberly	Mgmt	Yes	For	No
2	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based.LTIP Structure: Insufficient vesting period.</i>					
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	No
5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	Yes	For	No
6	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No

Science Applications International Corporation

Meeting Date: 06/07/2023

Country: USA

Ticker: SAIC

Meeting Type: Annual

Meeting ID: 1751086

Primary ISIN: US8086251076

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Garth N. Graham	Mgmt	Yes	For	No
1b	Elect Director Carolyn B. Handlon	Mgmt	Yes	For	No
1c	Elect Director Yvette M. Kanouff	Mgmt	Yes	For	No
1d	Elect Director Nazzic S. Keene	Mgmt	Yes	For	No
1e	Elect Director Timothy J. Mayopoulos	Mgmt	Yes	For	No
1f	Elect Director Katharina G. McFarland	Mgmt	Yes	For	No
1g	Elect Director Milford W. McGuirt	Mgmt	Yes	For	No
1h	Elect Director Donna S. Morea	Mgmt	Yes	For	No
1i	Elect Director James C. Reagan	Mgmt	Yes	For	No
1j	Elect Director Steven R. Shane	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The threshold target of the relative TSR metric is set below median performance.</i>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	No
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	No

Sovos Brands, Inc.

Meeting Date: 06/07/2023

Country: USA

Ticker: SOVO

Meeting Type: Annual

Meeting ID: 1752591

Primary ISIN: US84612U1079

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director David W. Roberts	Mgmt	Yes	For	No
1b	Elect Director Vijayanthimala (Mala) Singh	Mgmt	Yes	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No

Amedisys, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: AMED

Meeting Type: Annual

Meeting ID: 1752630

Primary ISIN: US0234361089

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Richard M. Ashworth	Mgmt	Yes	For	No
1.2	Elect Director Vickie L. Capps	Mgmt	Yes	For	No
1.3	Elect Director Molly J. Coye	Mgmt	Yes	For	No
1.4	Elect Director Julie D. Klapstein	Mgmt	Yes	For	No
1.5	Elect Director Teresa L. Kline	Mgmt	Yes	For	No
1.6	Elect Director Paul B. Kusserow	Mgmt	Yes	For	No
1.7	Elect Director Bruce D. Perkins	Mgmt	Yes	For	No
1.8	Elect Director Jeffrey A. Rideout	Mgmt	Yes	For	No
1.9	Elect Director Ivanetta Davis Samuels	Mgmt	Yes	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based.LTIP Structure: Insufficient vesting period.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Azelis Group NV

Meeting Date: 06/08/2023

Country: Belgium

Ticker: AZE

Meeting Type: Annual

Meeting ID: 1728323

Primary ISIN: BE0974400328

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No		
1	Receive Directors' and Auditors' Consolidated Reports (Non-Voting)	Mgmt	No		
2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No		
3	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt	No		
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.29 per Share	Mgmt	Yes	For	No

Azelis Group NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
5	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around the performance targets or their outcomes, as well an unexplained large increase in salary for the CFO.</i>					
6	Approve Revised Remuneration Policy	Mgmt	Yes	For	No
7	Approve Discharge of Directors	Mgmt	Yes	For	No
8	Approve Discharge of Auditors	Mgmt	Yes	For	No
9	Approve Co-optation of Thomas Edward (Tom) Hallam as Independent Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of gender diversity on the board.</i>					
10.1	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements	Mgmt	Yes	For	No
10.2	Approve Change-of-Control Clause Re: Senior Unsecured Notes due 2028	Mgmt	Yes	For	No
11	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	No

Exponent, Inc.

Meeting Date: 06/08/2023

Country: USA

Ticker: EXPO

Meeting Type: Annual

Meeting ID: 1749186

Primary ISIN: US30214U1025

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director George H. Brown	Mgmt	Yes	For	No
1.2	Elect Director Catherine Ford Corrigan	Mgmt	Yes	For	No
1.3	Elect Director Paul R. Johnston	Mgmt	Yes	For	No
1.4	Elect Director Carol Lindstrom	Mgmt	Yes	For	No
1.5	Elect Director Karen A. Richardson	Mgmt	Yes	For	No
1.6	Elect Director Debra L. Zumwalt	Mgmt	Yes	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based.Metric Concerns: We do not agree with the duplication of metrics across different awards.LTIP Structure: Insufficient vesting period.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Chroma Ate, Inc.

Meeting Date: 06/09/2023

Country: Taiwan

Ticker: 2360

Meeting Type: Annual

Meeting ID: 1717978

Primary ISIN: TW0002360005

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	Yes	For	No
2	Approve Plan on Profit Distribution	Mgmt	Yes	For	No
3	Amend Rules and Procedures for Election of Directors	Mgmt	Yes	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt	No		
4.1	Elect LEO HUANG, with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	Yes	For	No
4.2	Elect ISHIIH TSENG, with SHAREHOLDER NO.00008556, as Non-Independent Director	Mgmt	Yes	For	No
4.3	Elect DAVID YANG, with SHAREHOLDER NO.00000087, as Non-Independent Director	Mgmt	Yes	For	No
4.4	Elect DAVID HUANG, with SHAREHOLDER NO.00000037, as Non-Independent Director	Mgmt	Yes	For	No
4.5	Elect LIN SHUI YUNG, with ID NO.P102755XXX, as Non-Independent Director	Mgmt	Yes	For	No
4.6	Elect TAI JEN GEORGE CHEN, with ID NO.M100308XXX, as Independent Director	Mgmt	Yes	For	No
4.7	Elect JIA RUEY DUANN, with ID NO.L103321XXX, as Independent Director	Mgmt	Yes	For	No
4.8	Elect STEVEN WU, with ID NO.G120130XXX, as Independent Director	Mgmt	Yes	For	No
4.9	Elect JANICE CHANG, with ID NO.T221873XXX, as Independent Director	Mgmt	Yes	For	No
5	Approve Release of Restrictions on Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	Yes	For	No

Encore Capital Group, Inc.

Meeting Date: 06/09/2023

Country: USA

Ticker: ECPG

Meeting Type: Annual

Meeting ID: 1753380

Primary ISIN: US2925541029

Encore Capital Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Michael P. Monaco	Mgmt	Yes	For	No
1b	Elect Director William C. Goings	Mgmt	Yes	For	No
1c	Elect Director Ashwini (Ash) Gupta	Mgmt	Yes	For	No
1d	Elect Director Wendy G. Hannam	Mgmt	Yes	For	No
1e	Elect Director Jeffrey A. Hilzinger	Mgmt	Yes	For	No
1f	Elect Director Angela A. Knight	Mgmt	Yes	For	No
1g	Elect Director Laura Newman Olle	Mgmt	Yes	For	No
1h	Elect Director Richard P. Stovsky	Mgmt	Yes	For	No
1i	Elect Director Ashish Masih	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: The threshold target of the relative TSR metric is set below median performance.</i>					
3	Ratify BDO USA, LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					

Evolus, Inc.

Meeting Date: 06/09/2023

Country: USA

Ticker: EOLS

Meeting Type: Annual

Meeting ID: 1757296

Primary ISIN: US30052C1071

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Simone Blank	Mgmt	Yes	For	No
1.2	Elect Director Brady Stewart	Mgmt	Yes	For	No
2	Increase Authorized Common Stock	Mgmt	Yes	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

Matador Resources Company

Meeting Date: 06/09/2023

Country: USA

Ticker: MTDR

Meeting Type: Annual

Meeting ID: 1752662

Primary ISIN: US5764852050

Matador Resources Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Joseph Wm. Foran	Mgmt	Yes	For	No
1b	Elect Director Reynald A. Baribault	Mgmt	Yes	For	No
1c	Elect Director Timothy E. Parker	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Climate: Behind peers on climate risk management and oversight, we believe the way in which we have voted is in the best financial interests of our clients investments.</i>					
1d	Elect Director Shelley F. Appel	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Support for this proposal is not warranted for the following reasons; the vesting period for the phantom shares is not sufficient and the targets for the performance element of the LTIP are not considered adequately stretching. Lastly, ongoing concerns regarding single trigger severance arrangements.</i>					
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No

Natera, Inc.

Meeting Date: 06/09/2023

Country: USA

Ticker: NTRA

Meeting Type: Annual

Meeting ID: 1747347

Primary ISIN: US6323071042

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Rowan Chapman	Mgmt	Yes	For	No
1.2	Elect Director Herm Rosenman	Mgmt	Yes	For	No
1.3	Elect Director Jonathan Sheena	Mgmt	Yes	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					

Sporton International Inc.

Meeting Date: 06/09/2023

Country: Taiwan

Ticker: 6146

Meeting Type: Annual

Meeting ID: 1717376

Primary ISIN: TW0006146004

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	Yes	For	No

Sporton International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2	Approve Plan on Profit Distribution	Mgmt	Yes	For	No
3	Approve the Issuance of New Shares by Capitalization of Profit	Mgmt	Yes	For	No

Voltronic Power Technology Corp.

Meeting Date: 06/09/2023

Country: Taiwan

Ticker: 6409

Meeting Type: Annual

Meeting ID: 1718438

Primary ISIN: TW0006409006

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	Yes	For	No
2	Approve Plan on Profit Distribution	Mgmt	Yes	For	No
3	Approve Amendments to Articles of Association	Mgmt	Yes	For	No

Oxford Industries, Inc.

Meeting Date: 06/13/2023

Country: USA

Ticker: OXM

Meeting Type: Annual

Meeting ID: 1755858

Primary ISIN: US6914973093

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Dennis M. Love	Mgmt	Yes	For	No
1.2	Elect Director Clyde C. Tuggle	Mgmt	Yes	For	No
1.3	Elect Director E. Jenner Wood, III	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
1.4	Elect Director Carol B. Yancey	Mgmt	Yes	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

Pacira BioSciences, Inc.

Meeting Date: 06/13/2023

Country: USA

Ticker: PCRX

Meeting Type: Annual

Meeting ID: 1748039

Primary ISIN: US6951271005

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Christopher Christie	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
1.2	Elect Director Gary W. Pace	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
1.3	Elect Director David Stack	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based. LTIP Structure: Insufficient vesting period.</i>				
4	Amend Omnibus Stock Plan	Mgmt	Yes	Against	Yes
	<i>Blended Rationale: Excessive dilution. The plan allows broad discretion to accelerate vesting.</i>				

Vanguard International Semiconductor Corp.

Meeting Date: 06/13/2023

Country: Taiwan

Ticker: 5347

Meeting Type: Annual

Meeting ID: 1716747

Primary ISIN: TW0005347009

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Business Report and Financial Statements	Mgmt	Yes	For	No
2	Approve Plan on Profit Distribution	Mgmt	Yes	For	No
3	Approve Amendments to Articles of Association	Mgmt	Yes	For	No
4	Amend Rules and Procedures for Election of Directors	Mgmt	Yes	For	No

Dermapharm Holding SE

Meeting Date: 06/14/2023

Country: Germany

Ticker: DMP

Meeting Type: Annual

Meeting ID: 1703070

Primary ISIN: DE000A2GS5D8

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	No		
2	Approve Allocation of Income and Dividends of EUR 1.05 per Share	Mgmt	Yes	For	No
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	Yes	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	Yes	For	No
5	Ratify Grant Thornton AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	Yes	For	No
6	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure so unable to assess pay for performance alignment.</i>					
7	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	Yes	Against	Yes
<i>Blended Rationale: We are not supportive of virtual only meetings.</i>					
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	Yes	For	No
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	No
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	No
11	Approve Creation of EUR 16.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive dilution without pre-emptive rights.</i>					
12.1	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive dilution without pre-emptive rights.</i>					
12.2	Approve Creation of EUR 10.8 Million Pool of Conditional Capital with or without Exclusion of Preemptive Rights	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Excessive dilution without pre-emptive rights.</i>					

Stagwell Inc.

Meeting Date: 06/14/2023

Country: USA

Ticker: STGW

Meeting Type: Annual

Meeting ID: 1754923

Primary ISIN: US85256A1097

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Charlene Barshefsky	Mgmt	Yes	For	No
1.2	Elect Director Bradley J. Gross	Mgmt	Yes	For	No
1.3	Elect Director Wade Oosterman	Mgmt	Yes	For	No
1.4	Elect Director Mark J. Penn	Mgmt	Yes	For	No
1.5	Elect Director Desiree Rogers	Mgmt	Yes	For	No
1.6	Elect Director Eli Samaha	Mgmt	Yes	For	No
1.7	Elect Director Irwin D. Simon	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
1.8	Elect Director Rodney Slater	Mgmt	Yes	For	No
1.9	Elect Director Brandt Vaughan	Mgmt	Yes	For	No
2	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	No

ASGN Incorporated

Meeting Date: 06/15/2023

Country: USA

Ticker: ASGN

Meeting Type: Annual

Meeting ID: 1752703

Primary ISIN: US00191U1025

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Mark A. Frantz	Mgmt	Yes	For	No
1.2	Elect Director Jonathan S. Holman	Mgmt	Yes	For	No
1.3	Elect Director Arshad Matin	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No

ASGN Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					

Befesa SA

Meeting Date: 06/15/2023 **Country:** Luxembourg **Ticker:** BFSA
Meeting Type: Annual **Meeting ID:** 1758573
Primary ISIN: LU1704650164

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No		
1	Receive Board's and Auditor's Reports	Mgmt	No		
2	Approve Consolidated Financial Statements	Mgmt	Yes	For	No
3	Approve Financial Statements	Mgmt	Yes	For	No
4	Approve Allocation of Income and Dividends	Mgmt	Yes	For	No
5	Approve Discharge of Directors	Mgmt	Yes	For	No
6	Approve Fixed Remuneration of Non-Executive Directors	Mgmt	Yes	For	No
7	Approve Remuneration Policy	Mgmt	Yes	For	No
<i>Blended Rationale: Significant improvements have been made to the policy this year including a move to 100% performance based remuneration as well as NEDs no longer being awarded performance based pay.</i>					
8	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around the performance targets so unable to assess pay for performance alignment as well as below median TSR vesting.</i>					
9	Renew Appointment of KPMG Luxembourg as Auditor	Mgmt	Yes	For	No

IAC Inc.

Meeting Date: 06/15/2023 **Country:** USA **Ticker:** IAC
Meeting Type: Annual **Meeting ID:** 1754785
Primary ISIN: US44891N2080

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Chelsea Clinton	Mgmt	Yes	For	No

IAC Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1b	Elect Director Barry Diller	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Chair of the board and we are not satisfied with the governance structure in place.</i>					
1c	Elect Director Michael D. Eisner	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Board Composition: There is Executive Chair and no Lead Director appointed. Gender Diversity: Less than 20% of the board are female directors. Ethnic Diversity: Lack of ethnic diversity on the board.</i>					
1d	Elect Director Bonnie S. Hammer	Mgmt	Yes	Withhold	Yes
<i>Blended Rationale: Board Composition: There is Executive Chair and no Lead Director appointed. Gender Diversity: Less than 20% of the board are female directors. Ethnic Diversity: Lack of ethnic diversity on the board.</i>					
1e	Elect Director Victor A. Kaufman	Mgmt	Yes	For	No
1f	Elect Director Joseph Levin	Mgmt	Yes	For	No
1g	Elect Director Bryan Lourd	Mgmt	Yes	For	No
1h	Elect Director David Rosenblatt	Mgmt	Yes	For	No
1i	Elect Director Alan G. Spoon	Mgmt	Yes	For	No
1j	Elect Director Alexander von Furstenberg	Mgmt	Yes	For	No
1k	Elect Director Richard F. Zannino	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

Wilcon Depot, Inc.

Meeting Date: 06/19/2023

Country: Philippines

Ticker: WLCN

Meeting Type: Annual

Meeting ID: 1717778

Primary ISIN: PHY9584X1055

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Minutes of Previous Meeting	Mgmt	Yes	For	No
2	Approve Annual Report and AFS	Mgmt	Yes	For	No
3	Ratify All Acts and Resolutions of the Board of Directors and Management during the Preceding Year	Mgmt	Yes	For	No
4	Approve Amendment of Articles of Incorporation	Mgmt	Yes	For	No
	Elect 7 Directors by Cumulative Voting	Mgmt	No		
5.1	Elect Bertram B. Lim as Director	Mgmt	Yes	For	No
5.2	Elect Ricardo S. Pascua as Director	Mgmt	Yes	For	No
5.3	Elect Rolando S. Narciso as Director	Mgmt	Yes	For	No
5.4	Elect Delfin L. Warren as Director	Mgmt	Yes	For	No

Wilcon Depot, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
5.5	Elect Lorraine Belo-Cincochan as Director	Mgmt	Yes	For	No
5.6	Elect Mark Andrew Y. Belo as Director	Mgmt	Yes	For	No
5.7	Elect Careen Y. Belo as Director	Mgmt	Yes	For	No
6	Appoint Reyes Tacandong & Co. as External Auditor	Mgmt	Yes	For	No

Harmonic Drive Systems, Inc.

Meeting Date: 06/21/2023

Country: Japan

Ticker: 6324

Meeting Type: Annual

Meeting ID: 1761538

Primary ISIN: JP3765150002

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	Yes	For	No
2.1	Elect Director Ito, Mitsumasa	Mgmt	Yes	For	No
2.2	Elect Director Nagai, Akira	Mgmt	Yes	For	No
2.3	Elect Director Maruyama, Akira	Mgmt	Yes	For	No
2.4	Elect Director Kamijo, Kazutoshi	Mgmt	Yes	For	No
2.5	Elect Director Tanioka, Yoshihiro	Mgmt	Yes	For	No
2.6	Elect Director Yoshida, Haruhiko	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Independence: Lack of independence on the board.</i>					
2.7	Elect Director Nakamura, Masanobu	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Independence: Lack of independence on the board.</i>					
2.8	Elect Director Fukuda, Yoshio	Mgmt	Yes	For	No
2.9	Elect Director Hayashi, Kazuhiko	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Independence: Lack of independence on the board.</i>					
2.10	Elect Director Kitamoto, Kaeko	Mgmt	Yes	For	No
3	Approve Annual Bonus	Mgmt	Yes	For	No
4	Approve Compensation Ceiling for Directors	Mgmt	Yes	For	No

Nien Made Enterprise Co., Ltd.

Meeting Date: 06/21/2023

Country: Taiwan

Ticker: 8464

Meeting Type: Annual

Meeting ID: 1728417

Primary ISIN: TW0008464009

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	Yes	For	No
2	Approve Plan on Profit Distribution	Mgmt	Yes	For	No
3	Amend Procedures for Lending Funds to Other Parties	Mgmt	Yes	For	No
4	Amend Procedures for Endorsement and Guarantees	Mgmt	Yes	For	No
5	Amend Procedures Governing the Acquisition or Disposal of Assets (Including Derivatives)	Mgmt	Yes	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt	No		
6.1	Elect NIEN KENG-HAO -HOWARD, with SHAREHOLDER NO.6, as Non-Independent Director	Mgmt	Yes	For	No
6.2	Elect NIEN CHAO-HUNG-MICHAEL, with SHAREHOLDER NO.7, as Non-Independent Director	Mgmt	Yes	For	No
6.3	Elect CHUANG HSI-CHIN - KEN, with SHAREHOLDER NO.4, as Non-Independent Director	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
6.4	Elect PENG PING - BENSON, with SHAREHOLDER NO.9, as Non-Independent Director	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
6.5	Elect LEE MING-SHAN, with ID NO.K121025XXX, as Non-Independent Director	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
6.6	Elect JOK CHUNG-WAI - EDWARD, with SHAREHOLDER NO.24911, as Non-Independent Director	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
6.7	Elect LIN CHI-WEI, with ID NO.F103441XXX, as Independent Director	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
6.8	Elect HUANG SHEN-YI, with ID NO.R121088XXX, as Independent Director	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				

Nien Made Enterprise Co., Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
6.9	Elect HUNG CHUNG-CHING, with ID NO.N121880XXX, as Independent Director	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
7	Approve Release of Restrictions on Competitive Activities of Newly Appointed Directors	Mgmt	Yes	For	No

Balchem Corporation

Meeting Date: 06/22/2023

Country: USA

Ticker: BCPC

Meeting Type: Annual

Meeting ID: 1754286

Primary ISIN: US0576652004

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director David Fischer	Mgmt	Yes	For	No
2	Ratify RSM US LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: Remuneration: investors think highly of CEO and will support the retention grant but will contact the company to say that they will not support a similar grant in future</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
5	Amend Omnibus Stock Plan	Mgmt	Yes	For	No

Kissei Pharmaceutical Co., Ltd.

Meeting Date: 06/22/2023

Country: Japan

Ticker: 4547

Meeting Type: Annual

Meeting ID: 1764317

Primary ISIN: JP3240600001

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	Yes	For	No
2	Appoint Statutory Auditor Nakagawa, Kando	Mgmt	Yes	For	No
3	Approve Annual Bonus	Mgmt	Yes	For	No

Nifco, Inc.

Meeting Date: 06/22/2023

Country: Japan

Ticker: 7988

Meeting Type: Annual

Meeting ID: 1765488

Primary ISIN: JP3756200006

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 33	Mgmt	Yes	For	No
2.1	Elect Director Yamamoto, Toshiyuki	Mgmt	Yes	For	No
2.2	Elect Director Shibao, Masaharu	Mgmt	Yes	For	No
2.3	Elect Director Yauchi, Toshiki	Mgmt	Yes	For	No
2.4	Elect Director Nonogaki, Yoshiko	Mgmt	Yes	For	No
2.5	Elect Director Brian K. Heywood	Mgmt	Yes	For	No
2.6	Elect Director Abe, Masayuki	Mgmt	Yes	For	No
3.1	Elect Director and Audit Committee Member Honda, Junji	Mgmt	Yes	For	No
3.2	Elect Director and Audit Committee Member Matsumoto, Mitsuhiro	Mgmt	Yes	For	No
3.3	Elect Director and Audit Committee Member Hayashi, Izumi	Mgmt	Yes	For	No
4	Elect Alternate Director and Audit Committee Member Wakabayashi, Masakazu	Mgmt	Yes	For	No

Aica Kogyo Co., Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 4206

Meeting Type: Annual

Meeting ID: 1763168

Primary ISIN: JP3100800006

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 59	Mgmt	Yes	For	No
2.1	Elect Director Ono, Yuji	Mgmt	Yes	For	No
2.2	Elect Director Ebihara, Kenji	Mgmt	Yes	For	No
2.3	Elect Director Omura, Nobuyuki	Mgmt	Yes	For	No
2.4	Elect Director Iwatsuka, Yuji	Mgmt	Yes	For	No
2.5	Elect Director Kanie, Hiroshi	Mgmt	Yes	For	No
2.6	Elect Director Shimizu, Ayako	Mgmt	Yes	For	No

Daifuku Co., Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 6383

Meeting Type: Annual

Meeting ID: 1766221

Primary ISIN: JP3497400006

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Make Technical Changes	Mgmt	Yes	For	No
2.1	Elect Director Geshiro, Hiroshi	Mgmt	Yes	For	No
2.2	Elect Director Sato, Seiji	Mgmt	Yes	For	No
2.3	Elect Director Hayashi, Toshiaki	Mgmt	Yes	For	No
2.4	Elect Director Nobuta, Hiroshi	Mgmt	Yes	For	No
2.5	Elect Director Takubo, Hideaki	Mgmt	Yes	For	No
2.6	Elect Director Ozawa, Yoshiaki	Mgmt	Yes	For	No
2.7	Elect Director Sakai, Mineo	Mgmt	Yes	For	No
2.8	Elect Director Kato, Kaku	Mgmt	Yes	For	No
2.9	Elect Director Kaneko, Keiko	Mgmt	Yes	For	No
2.10	Elect Director Gideon Franklin	Mgmt	Yes	For	No
3	Appoint Statutory Auditor Wada, Nobuo	Mgmt	Yes	For	No

Digital Garage, Inc.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 4819

Meeting Type: Annual

Meeting ID: 1765509

Primary ISIN: JP3549070005

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	Yes	For	No
2.1	Elect Director Hayashi, Kaoru	Mgmt	Yes	For	No
2.2	Elect Director Odori, Keizo	Mgmt	Yes	For	No
2.3	Elect Director Okuma, Masahito	Mgmt	Yes	For	No
2.4	Elect Director Ito, Joichi	Mgmt	Yes	For	No
2.5	Elect Director Shino, Hiroshi	Mgmt	Yes	For	No
2.6	Elect Director Tanaka, Masashi	Mgmt	Yes	For	No
2.7	Elect Director Sakai, Makoto	Mgmt	Yes	For	No
2.8	Elect Director Omura, Emi	Mgmt	Yes	For	No

Digital Garage, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2.9	Elect Director Ozaki, Hiromi	Mgmt	Yes	For	No

Glory Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 6457

Meeting Type: Annual

Meeting ID: 1763657

Primary ISIN: JP3274400005

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 34	Mgmt	Yes	For	No
2.1	Elect Director Onoe, Hirokazu	Mgmt	Yes	For	No
2.2	Elect Director Miwa, Motozumi	Mgmt	Yes	For	No
2.3	Elect Director Onoe, Hideo	Mgmt	Yes	For	No
2.4	Elect Director Kotani, Kaname	Mgmt	Yes	For	No
2.5	Elect Director Harada, Akihiro	Mgmt	Yes	For	No
2.6	Elect Director Fujita, Tomoko	Mgmt	Yes	For	No
2.7	Elect Director Iki, Joji	Mgmt	Yes	For	No
2.8	Elect Director Uchida, Junji	Mgmt	Yes	For	No
2.9	Elect Director Ian Jordan	Mgmt	Yes	For	No
3.1	Elect Director and Audit Committee Member Inuga, Masato	Mgmt	Yes	For	No
3.2	Elect Director and Audit Committee Member Ikukawa, Yukako	Mgmt	Yes	For	No

Intra-Cellular Therapies, Inc.

Meeting Date: 06/23/2023

Country: USA

Ticker: ITCI

Meeting Type: Annual

Meeting ID: 1754379

Primary ISIN: US46116X1019

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Elect Director Eduardo Rene Salas	Mgmt	Yes	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

Blended Rationale: We support this proposal.

Intra-Cellular Therapies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	Yes

Blended Rationale: LTIP Structure: The majority of LTI awards are not performance-based.LTIP Structure: Insufficient vesting period.

Musashi Seimitsu Industry Co., Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 7220

Meeting Type: Annual

Meeting ID: 1765705

Primary ISIN: JP3912700006

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	Yes	For	No
2.1	Elect Director Otsuka, Hiroshi	Mgmt	Yes	For	No
2.2	Elect Director Tracey Sivill	Mgmt	Yes	For	No
2.3	Elect Director Morisaki, Kenji	Mgmt	Yes	For	No
2.4	Elect Director Munakata, Yoshie	Mgmt	Yes	For	No
2.5	Elect Director Kamino, Goro	Mgmt	Yes	For	No
2.6	Elect Director Hari N. Nair	Mgmt	Yes	For	No
2.7	Elect Director Tomimatsu, Keisuke	Mgmt	Yes	For	No
2.8	Elect Director Onozuka, Emi	Mgmt	Yes	For	No
3.1	Elect Director and Audit Committee Member Miyasawa, Michi	Mgmt	Yes	For	No
3.2	Elect Director and Audit Committee Member Yamamoto, Makiko	Mgmt	Yes	For	No
4	Appoint KPMG AZSA LLC as New External Audit Firm	Mgmt	Yes	For	No

NEC Networks & System Integration Corp.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 1973

Meeting Type: Annual

Meeting ID: 1763642

Primary ISIN: JP3733800001

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ushijima, Yushi	Mgmt	Yes	For	No
1.2	Elect Director Sekizawa, Hiroyuki	Mgmt	Yes	For	No
1.3	Elect Director Kikuchi, Osamu	Mgmt	Yes	For	No

NEC Networks & System Integration Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.4	Elect Director Ono, Michitaka	Mgmt	Yes	For	No
1.5	Elect Director Ashizawa, Michiko	Mgmt	Yes	For	No
1.6	Elect Director Yoshida, Mamoru	Mgmt	Yes	For	No
1.7	Elect Director Morimoto, Mikiko	Mgmt	Yes	For	No
1.8	Elect Director Kawakubo, Toru	Mgmt	Yes	For	No
1.9	Elect Director Sugahara, Hiroto	Mgmt	Yes	For	No
2.1	Appoint Statutory Auditor Iwasaki, Naoki	Mgmt	Yes	For	No
2.2	Appoint Statutory Auditor Inagaki, Koji	Mgmt	Yes	For	No

Nippon Densetsu Kogyo Co., Ltd.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 1950

Meeting Type: Annual

Meeting ID: 1766339

Primary ISIN: JP3736200001

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	Yes	For	No
2	Amend Articles to Amend Business Lines	Mgmt	Yes	For	No
3.1	Elect Director Tsuchiya, Tadami	Mgmt	Yes	For	No
3.2	Elect Director Yasuda, Kazushige	Mgmt	Yes	For	No
3.3	Elect Director Taniyama, Masaaki	Mgmt	Yes	For	No
3.4	Elect Director Korenaga, Yoshinori	Mgmt	Yes	For	No
3.5	Elect Director Togawa, Yuji	Mgmt	Yes	For	No
3.6	Elect Director Kuramoto, Masamichi	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
3.7	Elect Director Kato, Osamu	Mgmt	Yes	For	No
	<i>Blended Rationale: We support this proposal.</i>				
4	Elect Director and Audit Committee Member Fukushima, Miyuki	Mgmt	Yes	For	No

Masimo Corporation

Meeting Date: 06/26/2023

Country: USA

Ticker: MASI

Meeting Type: Proxy Contest

Meeting ID: 1762077

Primary ISIN: US5747951003

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
	Management Universal Proxy (White Proxy Card)	Mgmt	No		
	From the Combined List of Management & Dissident Nominees - Elect 2 Directors	Mgmt	No		
1a	Elect Management Nominee Director H Michael Cohen	Mgmt	Yes	For	No
1b	Elect Management Nominee Director Julie A. Shimer	Mgmt	Yes	For	No
1c	Elect Dissident Nominee Director Michelle Brennan	SH	Yes	Withhold	No
1d	Elect Dissident Nominee Director Quentin Koffey	SH	Yes	Withhold	No
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	No
5	Declassify the Board of Directors	Mgmt	Yes	For	No
6	Approve Increase in Size of Board from Five to Seven	Mgmt	Yes	For	No
7	Approve Repeal Any Provision of or Amendment to Bylaws of the Company Adopted Without the Approval of Shareholders after April 20, 2023 and Through the Conclusion of the Annual Meeting	SH	Yes	Against	No
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt	No		
	From the Combined List of Management & Dissident Nominees - Elect 2 Directors	Mgmt	No		
	Politan Nominees	Mgmt	No		
1a	Elect Dissident Nominee Director Michelle Brennan	SH	Yes	Do Not Vote	No
1b	Elect Dissident Nominee Director Quentin Koffey	SH	Yes	Do Not Vote	No
	Company Nominees Opposed by Politan	Mgmt	No		
1a	Elect Management Nominee Director H Michael Cohen	Mgmt	Yes	Do Not Vote	No
<i>Blended Rationale: Climate: Behind peers on climate risk management and oversight, we believe the way in which we have voted is in the best financial interests of our clients investments.</i>					
1b	Elect Management Nominee Director Julie A. Shimer	Mgmt	Yes	Do Not Vote	No
<i>Blended Rationale: Board Composition: Average board tenure is considered excessive.</i>					

Masimo Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	Do Not Vote	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Do Not Vote	No
<i>Blended Rationale: Metric Concerns: We do not agree with the duplication of metrics across different awards.LTIP Structure: Insufficient vesting period.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	Do Not Vote	No
5	Declassify the Board of Directors	Mgmt	Yes	Do Not Vote	No
6	Approve Increase in Size of Board from Five to Seven	Mgmt	Yes	Do Not Vote	No
7	Approve Repeal Any Provision of or Amendment to Bylaws of the Company Adopted Without the Approval of Shareholders after April 20, 2023 and Through the Conclusion of the Annual Meeting	SH	Yes	Do Not Vote	No

OBIC Business Consultants Co., Ltd.

Meeting Date: 06/26/2023

Country: Japan

Ticker: 4733

Meeting Type: Annual

Meeting ID: 1765528

Primary ISIN: JP3173500004

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	Yes	For	No
2.1	Elect Director Noda, Masahiro	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Independence: Lack of independence on the board.</i>					
2.2	Elect Director Wada, Shigefumi	Mgmt	Yes	For	No
2.3	Elect Director Wada, Hiroko	Mgmt	Yes	For	No
2.4	Elect Director Karakama, Katsuhiko	Mgmt	Yes	For	No
2.5	Elect Director Ogino, Toshio	Mgmt	Yes	For	No
2.6	Elect Director Tachibana, Shoichi	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Independence: Lack of independence on the board.</i>					
2.7	Elect Director Ito, Chiaki	Mgmt	Yes	For	No
2.8	Elect Director Okihara, Takamune	Mgmt	Yes	For	No
2.9	Elect Director Kawanishi, Atsushi	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Independence: Lack of independence on the board.</i>					

OBIC Business Consultants Co., Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3.1	Appoint Statutory Auditor Kurozu, Shigekazu	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Auditors: Lack of independence on statutory auditor board.</i>					
3.2	Appoint Statutory Auditor Takahashi, Toshiro	Mgmt	Yes	For	No
3.3	Appoint Statutory Auditor Anan, Tomonori	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Auditors: Lack of independence on statutory auditor board.</i>					

Box, Inc.

Meeting Date: 06/27/2023

Country: USA

Ticker: BOX

Meeting Type: Annual

Meeting ID: 1759746

Primary ISIN: US10316T1043

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1a	Elect Director Sue Barsamian	Mgmt	Yes	For	No
1b	Elect Director Jack Lazar	Mgmt	Yes	For	No
1c	Elect Director John Park	Mgmt	Yes	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	No

FUKUSHIMA GALILEI CO., LTD.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 6420

Meeting Type: Annual

Meeting ID: 1766994

Primary ISIN: JP3805150004

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 73	Mgmt	Yes	For	No
2	Amend Articles to Clarify Director Authority on Shareholder Meetings	Mgmt	Yes	For	No
3.1	Elect Director Fukushima, Yutaka	Mgmt	Yes	For	No
3.2	Elect Director Fukushima, Go	Mgmt	Yes	For	No
3.3	Elect Director Fukushima, Akira	Mgmt	Yes	For	No
3.4	Elect Director Katayama, Mitsuru	Mgmt	Yes	For	No

FUKUSHIMA GALILEI CO., LTD.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3.5	Elect Director Nagao, Kenji	Mgmt	Yes	For	No
3.6	Elect Director Mizutani, Kozo	Mgmt	Yes	For	No
3.7	Elect Director Hino, Tatsuo	Mgmt	Yes	For	No
4	Elect Director and Audit Committee Member Horinouchi, Takeshi	Mgmt	Yes	For	No

Kureha Corp.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 4023

Meeting Type: Annual

Meeting ID: 1764881

Primary ISIN: JP3271600003

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kobayashi, Yutaka	Mgmt	Yes	For	No
1.2	Elect Director Tanaka, Hiroyuki	Mgmt	Yes	For	No
1.3	Elect Director Nishihata, Naomitsu	Mgmt	Yes	For	No
1.4	Elect Director Natake, Katsuhiro	Mgmt	Yes	For	No
1.5	Elect Director Tosaka, Osamu	Mgmt	Yes	For	No
1.6	Elect Director Iida, Osamu	Mgmt	Yes	For	No
1.7	Elect Director Okafuji, Yumiko	Mgmt	Yes	For	No
2.1	Appoint Statutory Auditor Hayashi, Michihiko	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Auditors: Lack of independence on statutory auditor board.</i>					
2.2	Appoint Statutory Auditor Okuno, Katsuo	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Auditors: Lack of independence on statutory auditor board.</i>					
3	Appoint Alternate Statutory Auditor Morikawa, Shingo	Mgmt	Yes	For	No
4	Approve Annual Bonus	Mgmt	Yes	For	No
5	Approve Compensation Ceiling for Directors	Mgmt	Yes	For	No
6	Approve Two Types of Restricted Stock Plans	Mgmt	Yes	For	No

Oisix ra daichi, Inc.

Meeting Date: 06/27/2023

Country: Japan

Ticker: 3182

Meeting Type: Annual

Meeting ID: 1766970

Primary ISIN: JP3174190003

Oisix ra daichi, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Takashima, Kohei	Mgmt	Yes	For	No
1.2	Elect Director Tsutsumi, Yusuke	Mgmt	Yes	For	No
1.3	Elect Director Ozaki, Hiroyuki	Mgmt	Yes	For	No
1.4	Elect Director Matsumoto, Kohei	Mgmt	Yes	For	No
1.5	Elect Director Hanada, Mitsuyo	Mgmt	Yes	For	No
1.6	Elect Director Tanaka, Hitoshi	Mgmt	Yes	For	No
1.7	Elect Director Watabe, Junko	Mgmt	Yes	For	No
1.8	Elect Director Sakurai, Wakako	Mgmt	Yes	For	No
1.9	Elect Director Kowaki, Misato	Mgmt	Yes	For	No

FP Corp.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 7947

Meeting Type: Annual

Meeting ID: 1768194

Primary ISIN: JP3167000003

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Sato, Morimasa	Mgmt	Yes	For	No
1.2	Elect Director Yasuda, Kazuyuki	Mgmt	Yes	For	No
1.3	Elect Director Takahashi, Masanobu	Mgmt	Yes	For	No
1.4	Elect Director Nagai, Nobuyuki	Mgmt	Yes	For	No
1.5	Elect Director Ikegami, Isao	Mgmt	Yes	For	No
1.6	Elect Director Oka, Koji	Mgmt	Yes	For	No
1.7	Elect Director Nishimura, Kimiko	Mgmt	Yes	For	No
1.8	Elect Director Kobayashi, Kenji	Mgmt	Yes	For	No
1.9	Elect Director Fukiyama, Iwao	Mgmt	Yes	For	No
1.10	Elect Director Ogawa, Hiroshi	Mgmt	Yes	For	No
1.11	Elect Director Nagao, Hidetoshi	Mgmt	Yes	For	No
2	Elect Director and Audit Committee Member Iwasawa, Toshinori	Mgmt	Yes	For	No

Japan Material Co., Ltd.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 6055

Meeting Type: Annual

Meeting ID: 1767079

Primary ISIN: JP3389680004

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	Yes	For	No
2.1	Elect Director Tanaka, Hisao	Mgmt	Yes	For	No
2.2	Elect Director Kai, Tetsuo	Mgmt	Yes	For	No
2.3	Elect Director Tanaka, Kosuke	Mgmt	Yes	For	No
2.4	Elect Director Hase, Keisuke	Mgmt	Yes	For	No
2.5	Elect Director Sakaguchi, Yoshinori	Mgmt	Yes	For	No
2.6	Elect Director Yanai, Nobuharu	Mgmt	Yes	For	No
2.7	Elect Director Tanaka, Tomokazu	Mgmt	Yes	For	No
2.8	Elect Director Oshima, Jiro	Mgmt	Yes	For	No
2.9	Elect Director Sugiyama, Kenichi	Mgmt	Yes	For	No
2.10	Elect Director Numazawa, Sadahiro	Mgmt	Yes	Against	Yes

Blended Rationale: Independence: Lack of independence on the board.

Merida Industry Co., Ltd.

Meeting Date: 06/28/2023

Country: Taiwan

Ticker: 9914

Meeting Type: Annual

Meeting ID: 1729224

Primary ISIN: TW0009914002

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report, Financial Statements and Consolidated Financial Statements	Mgmt	Yes	For	No
2	Approve Plan on Profit Distribution	Mgmt	Yes	For	No
3	Approve Amendments to Articles of Association	Mgmt	Yes	For	No

Nittoku Co., Ltd.

Meeting Date: 06/28/2023

Country: Japan

Ticker: 6145

Meeting Type: Annual

Meeting ID: 1768297

Primary ISIN: JP3684700002

Nittoku Co., Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	Yes	For	No
2.1	Elect Director Kondo, Nobushige	Mgmt	Yes	For	No
<i>Blended Rationale: We support this proposal.</i>					
2.2	Elect Director Kuno, Hitoshi	Mgmt	Yes	For	No
2.3	Elect Director Sasazawa, Sumito	Mgmt	Yes	For	No
3	Appoint Statutory Auditor Yasuhara, Nobuhiko	Mgmt	Yes	For	No
4	Appoint Alternate Statutory Auditor Honda, Joji	Mgmt	Yes	For	No

Oberoi Realty Limited

Meeting Date: 06/28/2023

Country: India

Ticker: 533273

Meeting Type: Annual

Meeting ID: 1768653

Primary ISIN: INE093I01010

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No
2	Approve Dividend	Mgmt	Yes	For	No
3	Reelect Vikas Oberoi as Director	Mgmt	Yes	For	No
4	Approve Remuneration of Cost Auditors	Mgmt	Yes	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	No

Ypsomed Holding AG

Meeting Date: 06/28/2023

Country: Switzerland

Ticker: YPSN

Meeting Type: Annual

Meeting ID: 1715935

Primary ISIN: CH0019396990

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	No

Ypsomed Holding AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2	Approve Allocation of Income and Dividends of CHF 0.65 per Share from Retained Earnings and CHF 0.65 per Share from Capital Contribution Reserves	Mgmt	Yes	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	No
4.1	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	Yes	For	No
4.2	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Introduction of a performance based plan for NED's. Items under this resolution have been bundled together not giving shareholders the option to vote on each separately</i>					
5.1	Approve Remuneration Report	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Lack of disclosure around the bonus targets, NED's receive performance based compensation</i>					
5.2	Approve Fixed Remuneration of Directors in the Amount of CHF 620,000	Mgmt	Yes	For	No
5.3	Approve Variable Remuneration of Directors in the Amount of CHF 166,026	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Award of performance-based compensation to non-executive directors.</i>					
5.4	Approve Share-Based Long-Term Remuneration of Directors in the Amount of CHF 160,000	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Award of performance-based compensation to non-executive directors.</i>					
5.5	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	Yes	For	No
5.6	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.1 Million	Mgmt	Yes	For	No
5.7	Approve Share-Based Long-Term Remuneration of Executive Committee in the Amount of CHF 600,000	Mgmt	Yes	For	No
6.1.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	Yes	For	No
6.1.2	Reelect Paul Fonteyne as Director	Mgmt	Yes	For	No
6.1.3	Reelect Martin Muenchbach as Director	Mgmt	Yes	For	No
6.1.4	Reelect Betuel Unaran as Director	Mgmt	Yes	For	No
6.1.5	Reelect Simon Michel as Director	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Executive director who serves as a member of the audit committee.</i>					
6.2.1	Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	No

Ypsomed Holding AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
6.2.2	Reappoint Paul Fonteyne as Member of the Nomination and Compensation Committee	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Gender Diversity: Lack of gender diversity on the board.</i>					
6.3	Designate Peter Staehli as Independent Proxy	Mgmt	Yes	For	No
6.4	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	Yes	For	No
7	Transact Other Business (Voting)	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Other business not disclosed.</i>					

Koito Manufacturing Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 7276

Meeting Type: Annual

Meeting ID: 1764788

Primary ISIN: JP3284600008

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	Yes	For	No
2.1	Elect Director Otake, Masahiro	Mgmt	Yes	For	No
2.2	Elect Director Kato, Michiaki	Mgmt	Yes	For	No
2.3	Elect Director Uchiyama, Masami	Mgmt	Yes	For	No
2.4	Elect Director Konagaya, Hideharu	Mgmt	Yes	For	No
2.5	Elect Director Kusakawa, Katsuyuki	Mgmt	Yes	For	No
2.6	Elect Director Toyota, Jun	Mgmt	Yes	For	No
2.7	Elect Director Uehara, Haruya	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Independence: Lack of independence on the board.</i>					
2.8	Elect Director Sakurai, Kingo	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Independence: Lack of independence on the board.</i>					
2.9	Elect Director Igarashi, Chika	Mgmt	Yes	For	No
3.1	Appoint Statutory Auditor Kimeda, Hiroshi	Mgmt	Yes	For	No
3.2	Appoint Statutory Auditor Yamaguchi, Hidemi	Mgmt	Yes	Against	Yes
<i>Blended Rationale: Auditors: Lack of independence on statutory auditor board.</i>					

Miura Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 6005

Meeting Type: Annual

Meeting ID: 1766839

Primary ISIN: JP3880800002

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 26	Mgmt	Yes	For	No
2.1	Elect Director Miyauchi, Daisuke	Mgmt	Yes	For	No
2.2	Elect Director Hiroi, Masayuki	Mgmt	Yes	For	No
2.3	Elect Director Takechi, Noriyuki	Mgmt	Yes	For	No
2.4	Elect Director Kojima, Yoshihiro	Mgmt	Yes	For	No
2.5	Elect Director Yoneda, Tsuyoshi	Mgmt	Yes	For	No
2.6	Elect Director Kawamoto, Kenichi	Mgmt	Yes	For	No
2.7	Elect Director Higuchi, Tateshi	Mgmt	Yes	For	No
3.1	Elect Director and Audit Committee Member Yamauchi, Osamu	Mgmt	Yes	For	No
3.2	Elect Director and Audit Committee Member Saiki, Naoki	Mgmt	Yes	For	No
3.3	Elect Director and Audit Committee Member Ando, Yoshiaki	Mgmt	Yes	For	No
3.4	Elect Director and Audit Committee Member Koike, Tatsuko	Mgmt	Yes	For	No
4	Appoint Ernst & Young ShinNihon LLC as New External Audit Firm	Mgmt	Yes	For	No

Nippon Shinyaku Co., Ltd.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 4516

Meeting Type: Annual

Meeting ID: 1766840

Primary ISIN: JP3717600005

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 57	Mgmt	Yes	For	No
2.1	Elect Director Maekawa, Shigenobu	Mgmt	Yes	For	No
2.2	Elect Director Nakai, Toru	Mgmt	Yes	For	No
2.3	Elect Director Sano, Shozo	Mgmt	Yes	For	No
2.4	Elect Director Takaya, Takashi	Mgmt	Yes	For	No
2.5	Elect Director Edamitsu, Takanori	Mgmt	Yes	For	No
2.6	Elect Director Takagaki, Kazuchika	Mgmt	Yes	For	No

Nippon Shinyaku Co., Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
2.7	Elect Director Ishizawa, Hitoshi	Mgmt	Yes	For	No
2.8	Elect Director Kimura, Hitomi	Mgmt	Yes	For	No
2.9	Elect Director Sakurai, Miyuki	Mgmt	Yes	For	No
2.10	Elect Director Wada, Yoshinao	Mgmt	Yes	For	No
2.11	Elect Director Kobayashi, Yukari	Mgmt	Yes	For	No
2.12	Elect Director Nishi, Mayumi	Mgmt	Yes	For	No
3.1	Appoint Statutory Auditor Ito, Hirotsugu	Mgmt	Yes	For	No
3.2	Appoint Statutory Auditor Hara, Hiroharu	Mgmt	Yes	For	No

SBI Holdings, Inc.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 8473

Meeting Type: Annual

Meeting ID: 1768238

Primary ISIN: JP3436120004

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Increase Authorized Capital	Mgmt	Yes	For	No
2.1	Elect Director Kitao, Yoshitaka	Mgmt	Yes	For	No
2.2	Elect Director Takamura, Masato	Mgmt	Yes	For	No
2.3	Elect Director Asakura, Tomoya	Mgmt	Yes	For	No
2.4	Elect Director Morita, Shumpei	Mgmt	Yes	For	No
2.5	Elect Director Kusakabe, Satoe	Mgmt	Yes	For	No
2.6	Elect Director Yamada, Masayuki	Mgmt	Yes	For	No
2.7	Elect Director Sato, Teruhide	Mgmt	Yes	For	No
2.8	Elect Director Takenaka, Heizo	Mgmt	Yes	For	No
2.9	Elect Director Suzuki, Yasuhiro	Mgmt	Yes	For	No
2.10	Elect Director Ito, Hiroshi	Mgmt	Yes	For	No
2.11	Elect Director Takeuchi, Kanae	Mgmt	Yes	For	No
2.12	Elect Director Fukuda, Junichi	Mgmt	Yes	For	No
2.13	Elect Director Suematsu, Hiroyuki	Mgmt	Yes	For	No
2.14	Elect Director Matsui, Shinji	Mgmt	Yes	For	No
2.15	Elect Director Shiino, Motoaki	Mgmt	Yes	For	No

SBI Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Vote Instruction	Vote Against Mgmt
3	Appoint Statutory Auditor Yoshida, Takahiro	Mgmt	Yes	Against	Yes
<hr/> <i>Blended Rationale: Auditors: Lack of independence on statutory auditor board.</i>					
4	Appoint Alternate Statutory Auditor Wakatsuki, Tetsutaro	Mgmt	Yes	For	No
5	Approve Director Retirement Bonus	Mgmt	Yes	For	No