

## ESG-RELATED PROXY VOTING RECORD

BetaShares Global Sustainability Leaders ETF (ASX: ETHI)  
 BetaShares Australian Sustainability Leaders ETF (ASX: FAIR)  
 BetaShares Climate Change Innovation ETF (ASX: ERTH)

1 Jul 2021 to 30 June 2022

This report summarises the proxy voting record for the named funds in relation to ESG-related resolutions only. A full report of BetaShares proxy voting activities is available on the BetaShares website.

Company Name	Ticker	Country	Meeting Date	Proposal Code Description	Proposal Text	Management Recommendation	SRI Policy Recommendation	Vote Instruction	Voter Rationale
Sims Limited	SGM	Australia	10/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Alistair Field	For	For	Abstain	A vote for "ABSTAIN" is warranted as a significant proportion of the LTI (78 percent) continues to be subject to strategic targets, which are intermingled with the CEO's 'day job', and the quantum of the award continues to be significantly higher than the company's peers.
Vicinity Centres	VCX	Australia	10/11/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	A vote for "ABSTAIN" is warranted as the STI performance hurdles are not disclosed.
GWA Group Limited	GWA	Australia	29/10/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	A vote for "ABSTAIN" is warranted as the disclosure of targets are poor in the STI.
Orora Limited	ORA	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	A vote for "ABSTAIN" is warranted as there are concerns around the absence of disclosure of quantified financial hurdles in the STI and high non-executive director fees.
Magellan Financial Group Limited	MFG	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	A vote for "ABSTAIN" is warranted as there is poor disclosure of specific and quantified targets in the STI for the CEO and other KMPs.
Cleanaway Waste Management Limited	CWY	Australia	22/10/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	A vote for "ABSTAIN" is warranted as there is poor disclosure of STI performance goals.
Cochlear Limited	COH	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Abstain	A vote for "ABSTAIN" is warranted as there was no disclosure of the STI performance targets for the NPAT gateway, sales growth or strategic objectives. The absence of such disclosure prevents shareholders from being able to independently assess the rigour of targets and the Board's assessment of performance.
BWX Limited	BWX	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote as STI targets are not disclosed.
Chorus Ltd.	CNU	New Zealand	27/10/2021	Elect Director	Elect Murray Jordan as Director	For	For	Abstain	An ABSTAIN vote is warranted as he is the chairman of Chorus' remuneration committee and problematic pay practices are observed.
Carsales.Com Limited	CAR	Australia	29/10/2021	Approve Share Plan Grant	Approve Grant of Rights to Cameron McIntyre	For	For	Abstain	An ABSTAIN vote is warranted as some of the strategic performance measures have undisclosed performance targets and are misaligned with objective financial and shareholder outcomes.
Carsales.Com Limited	CAR	Australia	29/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Cameron McIntyre	For	For	Abstain	An ABSTAIN vote is warranted as some of the strategic performance measures have undisclosed performance targets and are misaligned with objective financial and shareholder outcomes.
Seven West Media Limited	SWM	Australia	09/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to James Warburton under the FY22 Long Term Incentive Plan	For	For	Abstain	An ABSTAIN vote is warranted as the award does not contain any objective market based relative performance measures, such as relative TSR, which can be directly linked to shareholder outcomes.
Ioneer Ltd.	INR	Australia	05/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Bernard Rowe	For	For	Abstain	An ABSTAIN vote is warranted as the disclosure of some of the performance hurdles are lacking, making it difficult for shareholders to assess whether all the hurdles are appropriate.
Ioneer Ltd.	INR	Australia	05/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to James Calaway	For	For	Abstain	An ABSTAIN vote is warranted as a portion of the performance rights is conditioned upon continued service rather than company performance, which is inconsistent with market practice, and the disclosure of some performance hurdles is lacking, making it difficult for shareholders to assess whether all the hurdles are appropriate.
Superloop Limited	SLC	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	None	For	Abstain	An ABSTAIN vote is warranted as the executive LTI options are subject only to the implied share price appreciation via the premium exercise price and the executives' continued employment with the company until the vesting date. These are not sufficiently demanding hurdles for LTI awards. A good performance hurdle should provide incentives based on materially improved company performance in terms of medium to long term shareholder value.
Bendigo and Adelaide Bank Limited	BEN	Australia	09/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as: the fixed remuneration for the CEO, including the deferred equity, and Chairman fees are well above median; poor disclosure of targets in the loan-funded share plan which allows for cliff vesting; and full vesting of Customer Satisfaction performance measures in prior year LTI grants have occurred whereas shareholder returns have been less than median. In addition, there is a lack of clarity of what fulfilling these targets entails in disclosures.
CSL Limited	CSL	Australia	12/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as the quantum of remuneration paid to the CEO is 2.2 times the median of the Australian market peers, and the LTI is excessive by Australian standards. Additionally, STI bonuses have been re-weighted away from financial performance measures with 40 percent based on non-financial measures which are considered to be 'day job' responsibilities.
Sonic Healthcare Limited	SHL	Australia	18/11/2021	Approve Share Plan Grant	Approve Grant of Options and Performance Rights to Colin Goldschmidt	For	For	Abstain	An ABSTAIN vote is warranted as the quantum of the award is excessive when compared to peers and the ROIC target was not disclosed.
Sonic Healthcare Limited	SHL	Australia	18/11/2021	Approve Share Plan Grant	Approve Grant of Options and Performance Rights to Chris Wilks	For	For	Abstain	An ABSTAIN vote is warranted as the quantum of the award is excessive when compared to peers and the ROIC target was not disclosed.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Share Rights to Vivek Bhatia	For	For	Abstain	An ABSTAIN vote is warranted as the quantum of the award is excessive, being 2x the median of ASX 126-150 peers.
Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as the STI disclosure does not give information on specific and quantified threshold, target and maximum hurdles for performance measures. This hinders securityholders' abilities to independently assess the rigour of targets and alignment with performance and bonuses.
Sims Limited	SGM	Australia	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as the STI performance hurdles are not disclosed, which hinders securityholders' ability to assess overall rigour of the STI plan and determine if the STI outcomes are truly aligned with overall company performance and their expectations.
Ioneer Ltd.	INR	Australia	05/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as the STI program appears to be discretionary in nature as the performance metrics are subjective and lack weightings and targets. The quantum of the CEO's LTI awards are also excessive when compared to peers at companies of similar industry and size.
Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Approve Share Plan Grant	Approve Issuance of Short Term Incentive Rights to Anthony Mellowes	For	For	Abstain	An ABSTAIN vote is warranted as there are ongoing concerns regarding; the provision for "dividends on unvested shares" through an additional number of stapled units being awarded on rights that vest equal in value to distributions in the performance period, when there is no present entitlement to the securities or dividends during a performance period; the change in control provisions allows for accelerated vesting at the board's discretion; and the 'false choice' that the LTI will be settled in cash if the rights are not approved represents a diminution of shareholders' right to have their voice heard.

Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Approve Share Plan Grant	Approve Issuance of Long Term Incentive Rights to Anthony Mellowes	For	For	Abstain	An ABSTAIN vote is warranted as there are ongoing concerns regarding; the provision for "dividends on unvested shares" through an additional number of stapled units being awarded on rights that vest equal in value to distributions in the performance period, when there is no present entitlement to the securities or dividends during a performance period; the change in control provisions allows for accelerated vesting at the board's discretion; and the 'false choice' that the LTI will be settled in cash if the rights are not approved represents a diminution of shareholders' right to have their voice heard.
Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Approve Share Plan Grant	Approve Issuance of Short Term Incentive Rights to Mark Fleming	For	For	Abstain	An ABSTAIN vote is warranted as there are ongoing concerns regarding; the provision for "dividends on unvested shares" through an additional number of stapled units being awarded on rights that vest equal in value to distributions in the performance period, when there is no present entitlement to the securities or dividends during a performance period; the change in control provisions allows for accelerated vesting at the board's discretion; and the 'false choice' that the LTI will be settled in cash if the rights are not approved represents a diminution of shareholders' right to have their voice heard.
Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Approve Share Plan Grant	Approve Issuance of Long Term Incentive Rights to Mark Fleming	For	For	Abstain	An ABSTAIN vote is warranted as there are ongoing concerns regarding; the provision for "dividends on unvested shares" through an additional number of stapled units being awarded on rights that vest equal in value to distributions in the performance period, when there is no present entitlement to the securities or dividends during a performance period; the change in control provisions allows for accelerated vesting at the board's discretion; and the 'false choice' that the LTI will be settled in cash if the rights are not approved represents a diminution of shareholders' right to have their voice heard.
Goodman Group	GMG	Australia	18/11/2021	Elect Director	Elect David Collins as Director of Goodman Logistics (HK) Ltd	For	For	Abstain	An ABSTAIN vote is warranted as there are independence concerns given the nominees former role as a partner at KPMG, Hong Kong, which has been the company's long standing audit firm since 1993.
Bega Cheese Limited	BGA	Australia	26/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as there is a continued absence of disclosure of specific and quantified thresholds and targets in the STI that prevents shareholders from independently evaluating the rigour of STI targets being aligned with shareholder expectations.
Nanosonics Limited	NAN	Australia	19/11/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as there is a continued lack of disclosure of specific and quantified STI performance hurdles, and the quantum of the LTI grant is higher than the market peers.
Nanosonics Limited	NAN	Australia	19/11/2021	Approve Share Plan Grant	Approve Issuance of Service Rights to Michael Kavanagh	For	For	Abstain	An ABSTAIN vote is warranted as there is a continued lack of disclosure of specific and quantified STI performance hurdles, and the quantum of the LTI grant is higher than the market peers.
Nanosonics Limited	NAN	Australia	19/11/2021	Approve Share Plan Grant	Approve Issuance of Share Appreciation Rights and Performance Rights to Michael Kavanagh	For	For	Abstain	An ABSTAIN vote is warranted as there is a continued lack of disclosure of specific and quantified STI performance hurdles, and the quantum of the LTI grant is higher than the market peers.
Ramsay Health Care Limited	RHC	Australia	24/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Craig Ralph McNally	For	For	Abstain	An ABSTAIN vote is warranted as there is a high quantum of the award relative to similar size companies and industry peers.
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as there is an absence of disclosure of specific and quantified targets in the STI.
Ingenia Communities Group	INA	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as there is an absence of disclosure of STI and LTI targets.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as there is minimal disclosure of specific and quantified performance hurdles in the Variable Reward Plan.
Nine Entertainment Co. Holdings Limited	NEC	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of 2021 Performance Rights to Michael Sneesby	For	For	Abstain	An ABSTAIN vote is warranted as there is no disclosure for EPS growth and strategic digital growth targets in the LTI grant, as well as a lack of specific and quantified non-financial targets in the STI plan.
Nine Entertainment Co. Holdings Limited	NEC	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of 2022 Performance Rights to Michael Sneesby	For	For	Abstain	An ABSTAIN vote is warranted as there is no disclosure for EPS growth and strategic digital growth targets in the LTI grant, as well as a lack of specific and quantified non-financial targets in the STI plan.
Sonic Healthcare Limited	SHL	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as there is poor disclosure in the STI.
Carsales.Com Limited	CAR	Australia	29/10/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as there is poor disclosure of the non-financial (strategic) targets in the STI and LTI awards.
Ramsay Health Care Limited	RHC	Australia	24/11/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as there is poor STI disclosure, and there is a high weighting in the STI plan to non-financial performance measures, many of which appear to offer bonuses for "day job" duties.
Ingenia Communities Group	INA	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of FY22 Fixed Remuneration Rights, Short-Term Incentive Plan Rights and Long-Term Incentive Plan Rights to Simon Owen	For	For	Abstain	An ABSTAIN vote is warranted due to limited disclosure around STI targets.
Blackmores Limited	BKL	Australia	27/10/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote there is an absence of disclosure of specific and quantified STI performance hurdles.
Seek Limited	SEK	Australia	17/11/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote, as the retiring CEO's total remuneration is excessive, and the company has granted excessive sign-on rewards for the incoming CEO.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Approve Stock Option Plan Grants	Approve Grant of LTI Options to Sean Hallahan	For	For	Against	An AGAINST vote is warranted as the EPS targets (threshold and stretch) are not disclosed on the company's assertion of commercial sensitivity. Instead, the company advises these will be disclosed at the end of the performance period. The "growth measures" are not disclosed and will be assessed by the Board. The company has indicated that the targets are designed to support sustainable long-term value creation linked to return on capital. It is difficult to assess the rigour of the EPS and growth performance metrics attached to the LTI grant, without appropriate disclosure making it impossible to evaluate whether the targets set are appropriate and sufficiently challenging. If shareholders do not approve this grant of options, the company may pay a cash amount (equivalent to the value the grant would have had at vesting had it been approved by shareholders).
Orocobre Limited	ORE	Australia	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted as a majority of the STI is based on non-financial metrics, which is inconsistent with best market practice, including some that may be considered core "day job" duties. The company also did not disclose clear targets and goals under its STI program, and the LTI lacks a positive TSR gateway.
EssilorLuxottica SA	EL	France	25/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	Against	An AGAINST vote is warranted due to a lack of responsiveness following shareholders' dissent at the previous AGM. Despite initiating discussions with its shareholders, the company did not provide any feedback following the shareholders' dissent received at the previous AGM regarding the remuneration of its Corporate Officers. During the 2021 AGM, dissent among free float reached more than 50 percent for Corporate Officers' current remuneration policy. In addition, the latter policies were reconducted for fiscal year 2022.

Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	Against	An AGAINST vote is warranted due to concerns around the vesting of equity awards and the lack of disclosure around targets/thresholds used in the determination of the CEO's annual incentive award. The provision on vesting arrangements of performance based awards disregards performance vesting criteria and in the event that the vesting of outstanding equity awards is accelerated in connection with a change in control, all unvested performance-based awards would vest at target or above regardless of actual performance up to the time of the change-in-control. Additionally, there is an unclear pay for performance relationship given that the total CEO compensation increased by 10.7% (driven by an increase in their LTI target) while total shareholder revenue declined in 2021 by approx. 46.6%. During the past five years (the length of the CEO's tenure), revenue has also declined from \$121 million in 2017 to \$105 million in 2021, and EBITDA has seen a decline from \$1 million to a loss of \$76 million over the same timeframe. The targets and thresholds used in the determination of the CEO's annual incentive award have not been disclosed.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	An AGAINST vote is warranted as executive compensation is based primarily on discretionary bonuses that are not dependent on objective pre-set performance measures. Discretionary bonuses lack transparency and diminish the ability to determine clear alignment between pay and performance.
Invocare Limited	IVC	Australia	20/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Appoint Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	For	Against	An AGAINST vote is warranted as the excessive level of non-audit fees is inconsistent with appropriate audit independence. Keith Skinner, the Chair of the Audit, Risk and Compliance Committee worked for Deloitte for 1974-2015, including senior management roles as partner and also a member of the Deloitte Global Board.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted as ISS has reported a medium concern for misalignment given that the CEO's total pay is 2.5 times the CEO pay at companies of similar size and industry. The CEO received a 16.4-percent increase to his fixed remuneration which is substantial, and puts his fixed remuneration at 2.2x the median of the ASX 226-250 peer group and 3.2x the median of the selected peer group.
Invocare Limited	IVC	Australia	20/05/2022	Elect Director	Elect Kee Wong as Director	For	For	Against	An AGAINST vote is warranted as Kee Wong is a member of the Audit, Risk and Compliance Committee and concerns are highlighted for excessive non-audit fees which exceed the amount of audit fees. Corporate governance concerns are raised regarding audit independence.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Non-Binding)	For	For	Against	An AGAINST vote is warranted as there is no adequate explanation of the linkage between performance and outcome. No disclosure of ex-post performance
EssilorLuxottica SA	EL	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	Against	An AGAINST vote is warranted as no cap is provided for the company apartment/home allowance benefits potentially granted to the executives. The severance agreements for the CEO and Vice-CEO raise several concerns and it is not possible to ascertain that such arrangements effectively avoid any pay for failure.
EssilorLuxottica SA	EL	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	Against	An AGAINST vote is warranted as no cap is provided for the company apartment/home allowance benefits potentially granted to the executives. The severance agreements for the CEO and Vice-CEO raise several concerns and it is not possible to ascertain that such arrangements effectively avoid any pay for failure.
EssilorLuxottica SA	EL	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO	For	For	Against	An AGAINST vote is warranted as no cap is provided for the company apartment/home allowance benefits potentially granted to the executives. The severance agreements for the CEO and Vice-CEO raise several concerns and it is not possible to ascertain that such arrangements effectively avoid any pay for failure.
EssilorLuxottica SA	EL	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Vice-CEO	For	For	Against	An AGAINST vote is warranted as no cap is provided for the company apartment/home allowance benefits potentially granted to the executives. The severance agreements for the CEO and Vice-CEO raise several concerns and it is not possible to ascertain that such arrangements effectively avoid any pay for failure.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Alan B. Buckelew	For	For	Against	An AGAINST vote is warranted as Nominees are members of the Compensation Committee who authorised additional and supplementary one-off payments to NEO's with no linkage to shareholder outcomes.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Stephen P. Hills	For	For	Against	An AGAINST vote is warranted as Nominees are members of the Compensation Committee who authorised additional and supplementary one-off payments to NEO's with no linkage to shareholder outcomes.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Richard J. Lieb	For	For	Against	An AGAINST vote is warranted as Nominees are members of the Compensation Committee who authorised additional and supplementary one-off payments to NEO's with no linkage to shareholder outcomes.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Approve Share Plan Grant	Approve Grant of STI Performance Rights to Sean Hallahan	For	For	Against	An AGAINST vote is warranted due to the non-disclosure of EPS and growth targets; potential for board discretion to adjust the calculation of EPS; the 'false choice', given that if this resolution is not approved, the Board may make payment of the LTI in cash, which diminishes shareholder rights; and concerns that the company is seeking approval for an advance grant of rights to the CEO for the next year's performance when that year has not been completed or reported on, and performance targets are not disclosed.
ASX Limited	ASX	Australia	29/09/2021	Elect Director	Elect Peter Marriott as Director	For	For	Against	An AGAINST vote is warranted as Peter Marriott is currently a member of the audit and risk committee. While no material governance concerns have been identified in relation to Marriott's directorship at ASX, he chaired Westpac's Audit Committee prior to and during the Royal Commission, where material governance and risk failures came to light, and continues to remain the Chair of their Audit Committee residing over recent money laundering scandals and other risk and audit related issues.
AXA SA	CS	France	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Thomas Buberl, CEO	For	For	Against	An AGAINST vote is warranted as retesting was implemented on the stock option plans that vested. The 2015 options plan should have vested entirely by last year. Identically, the 2016 plan's 2nd tranche and the 2017 plan's first tranche should have vested in 2020. However, no vesting occurred last year but multiple tranches this year, which means retesting was used to assess performance conditions for these plans. This poor practice was used in the past by the company, including on the 2015 plan for its previous tranche. The three retested tranches together represent approximately 99,000 options, which could potentially represent very significant amounts, despite their low value at vesting date.
State Street Corporation	STT	USA	18/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	Against	An AGAINST vote is warranted as the board retains a significant degree of discretion to adjust payouts. Additionally, the company provided a large corporate aircraft perquisite to the CEO, valued at \$220,721. The value of this perquisite, which in 2021 was provided by only 42 percent of companies in the S&P 500 Index, significantly exceeded the index median.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted as the bonus level (89%-93% of maximum) is not entirely consistent with financial performance or with shareholders' experience for FY2021.
WPP Plc	WPP	Jersey	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation Committee Report	For	For	Against	An AGAINST vote is warranted as the CEO's salary was increased by 6.7% and his EPSP award level for FY2022 was increased from 350% of salary to 390% of salary. This will result in a significant increase in the CEO's total potential maximum compensation. The performance outcomes of the annual bonus raise concerns on whether the targets set were appropriately stretching. In addition, the level of bonus payout raises concerns relating to stakeholder alignment, given redundancies (3,300 in total) during the pandemic and receipt of government aid (GBP 5.3 million) during 2021.
Tomra Systems ASA	TOM	Norway	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Statement	For	For	Against	An AGAINST vote is warranted as the company has not provided details regarding both the size of the sign-on fee paid to the new CEO and the ex-post targets for the annual bonus. The board has not disclosed how the size of the bonus has been determined and whether it is in line with the value of forfeited awards at their previous employer or regarding level of achievement and retrospective disclosure of targets for the annual bonus.
Publicis Groupe SA	PUB	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of Management Board	For	For	Against	An AGAINST vote is warranted as: the company proposes a substantial increase of the remuneration package; severance agreements raise concerns over potential risk of pay-for-failure; and the remuneration policy includes the possibility to grant stock options, but no details are provided.
EssilorLuxottica SA	EL	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Leonardo Del Vecchio, Chairman of the Board	For	For	Against	An AGAINST vote is warranted as the company's remuneration practices are not in line with market standards and not aligned with the interest of shareholders.
EssilorLuxottica SA	EL	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Francesco Milleri, CEO	For	For	Against	An AGAINST vote is warranted as the company's remuneration practices are not in line with market standards and not aligned with the interest of shareholders.

EssilorLuxottica SA	EL	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Paul du Saillant, Vice-CEO	For	For	Against	An AGAINST vote is warranted as the company's remuneration practices are not in line with market standards and not aligned with the interest of shareholders.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Approve Executive Share Option Plan	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	For	For	Against	An AGAINST vote is warranted as the level of disclosure surrounding performance conditions is limited.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Approve Restricted Stock Plan	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	Against	An AGAINST vote is warranted as the level of disclosure surrounding performance conditions is limited.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO	For	For	Against	An AGAINST vote is warranted as the level of disclosure surrounding performance conditions is limited.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted as the company has not disclosed the specific targets for either the EPS CAGR or the Growth/diversification measures, asserting this is 'commercially sensitive' and denying shareholders sufficient transparency to assess the rigour of targets. The board retains discretion to adjust the calculation of EPS (for example, to exclude the impact of significant events that may occur during the performance period).
Neoen SA	NEOEN	France	25/05/2022	Elect Director	Reelect Sixto as Director	For	For	Against	An AGAINST vote is warranted as the nominee is a member of the Compensation Committee that failed to respond to shareholders dissent received at last AGM.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	Against	An AGAINST vote is warranted as the phrasing in the new policy on the performance period under the LTI component is unclear and may suggest that the remuneration committee would measure performance over a one-year period only, and the remuneration committee has not provided any explanation for the increase in executive salaries.
Publicis Groupe SA	PUB	France	25/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	Against	An AGAINST vote is warranted as the level of remuneration is deemed high compared to market practices. Shareholders expressed their discontent at the last AGM (14.4% of votes against, the highest level of dissent received in 2021). Despite the dissent received, the company disclosed that Maurice Lévy's request to reduce his remuneration had been rejected by the Remuneration Committee and the Supervisory Board. This is considered as a lack of responsiveness of the supervisory board.
Sampo Oyj	SAMPO	Finland	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Advisory Vote)	For	For	Against	An AGAINST vote is warranted as there are concerns noted with the vague disclosures of the metrics used for the company's STIP, and the lack of ex-post disclosures of targets. STIP metrics remain vague, leaving investors unable to assess the stringency of the plan. Targets for the annual bonus are also lacking. Information around the minimum and maximum target and actual outcome is valuable in order to help investors comprehend the reward for performance and would furthermore be in line with the European Commission draft guidelines on standardised presentation of the remuneration report.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	An AGAINST vote is warranted as there are concerns regarding the company's use of one-time awards and other compensation decisions made during the leadership transition.
Medibank Private Limited	MPL	Australia	18/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to David Koczkar	For	For	Against	An AGAINST vote is warranted as there are concerns that 30 percent of the LTI is subject to a non-financial measure related to private health insurance market share growth, and market share growth is fundamental to all businesses. Additionally, market share growth measures appear to be already incorporated into the annual assessment of the STI award. Accordingly, this would be double-counting the same target in the STI and LTI, and the company's financial metrics more broadly.
Ford Motor Company	F	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	An AGAINST vote is warranted as there are concerns with respect to the entirely-time-based Signing Equity Award to NEO Field, as the grant structure essentially guarantees a particular award value in each of four years, reducing the compensation committee's ability to make future adjustments due to individual or company performance. In addition, the CEO has a large corporate aircraft-related perquisite. The value of this perquisite, which in 2021 was provided by only 42 percent of companies in the S&P 500 Index, significantly exceeded the index median. In addition to the corporate aircraft perquisite, CEO Farley received approximately \$88,000 in other perquisites such as home security and participation in the company's vehicle evaluation program. The company also reimburses the CEO and other executives for taxes on the imputed value of the use of such vehicles. Executive Chair Bill Ford also received sizable perquisites in 2021, including \$1.34 million for security and \$400,895 for personal use of corporate aircraft.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	An AGAINST vote is warranted as there are duplicate metrics in the STI and LTI.
People Infrastructure Ltd	PPE	Australia	29/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	None	For	Against	An AGAINST vote is warranted as there are unsubstantiated significant increases to executive fixed remuneration. This increase is not in line with local market standards, as there has not been a change in control or increase in responsibilities. Good practice expected by Australian investors call for meaningful explanations for any material increases in executive director and senior executive pay.
DocuSign, Inc.	DOCU	USA	03/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	An AGAINST vote is warranted as there is a lack of disclosure around CEO's targets or actual results for NNMRR (they cited the potential for competitive harm for disclosing) to explain why incentives are paid out above target. Additionally, the annual incentive plan relies on semi-annual performance periods (as has been the case since prior to the COVID-19 pandemic), and this carries the potential to over-emphasise short-term performance.
Vulcan Energy Resources Ltd	VUL	Australia	29/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted as there is an absence of disclosure of specific and quantified STI thresholds and targets. The level of disclosure is insufficient to provide an appropriate level of transparency to shareholders, and to justify the bonus paid during the year.
Trane Technologies Plc	TT	Ireland	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	An AGAINST vote is warranted as there is limited disclosure regarding the performance objectives utilised under the individual performance and ESG modifiers for the annual incentive plan. There should also be more rigorous metrics under the long-term incentive plan, as current metrics only target median performance.
Swisscom AG	SCMN	Switzerland	30/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Non-Binding)	For	For	Against	An AGAINST vote is warranted as there is no long-term variable remuneration component for executives that measures performance over a multi-year period.
Neoen SA	NEOEN	France	25/05/2022	Remuneration-Related	Approve Compensation Report	For	For	Against	An AGAINST vote is warranted as there was no responsive by the Board to shareholders dissent received at last AGM.
Australian Pharmaceutical Industries Limited	API	Australia	20/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted as there was poor STI and LTI disclosure, which prevents shareholders from assessing the rigour of the targets.
Take-Two Interactive Software, Inc.	TTWO	USA	19/05/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Issue Shares in Connection with Merger	For	For	Against	An AGAINST vote is warranted as they relate to shareholder approval for Take-Two to acquire Zynga. Zynga is a mobile game app developer. They derive their revenue from in-app purchases and advertising. As part of their suite of games, Zynga offers a social poker game and social slot game - these are games where people purchase virtual currency, gamble it in the game, and then cannot cash out back into real currency.
Take-Two Interactive Software, Inc.	TTWO	USA	19/05/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	Against	An AGAINST vote is warranted as they relate to shareholder approval for Take-Two to acquire Zynga. Zynga is a mobile game app developer. They derive their revenue from in-app purchases and advertising. As part of their suite of games, Zynga offers a social poker game and social slot game - these are games where people purchase virtual currency, gamble it in the game, and then cannot cash out back into real currency.
Take-Two Interactive Software, Inc.	TTWO	USA	19/05/2022	Adjourn Meeting	Adjourn Meeting	For	For	Against	An AGAINST vote is warranted as they relate to shareholder approval for Take-Two to acquire Zynga. Zynga is a mobile game app developer. They derive their revenue from in-app purchases and advertising. As part of their suite of games, Zynga offers a social poker game and social slot game - these are games where people purchase virtual currency, gamble it in the game, and then cannot cash out back into real currency.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Amend Articles Board-Related	Amend Articles Re: Board-Related	For	For	Against	An AGAINST vote is warranted as this vote is to remove the age limit of board directors. The current limit is set at 70. While ageism is obviously a relevant concern, in practice we believe lifting these limits will result in the board skewing even more to older, mostly white and mostly male candidates. Having broader board diversity across a range of different experiences including gender and cultural diversity does result in better outcomes for shareholders and in general is supported by ethical investors. Having these limits (i.e. the age limit) helps support healthy board turnover and provides more opportunities for candidates with other forms of diversity to access these roles and spaces.

Enlight Renewable Energy Ltd.	ENLT	Israel	25/11/2021	Indicate Personal Interest in Proposed Agenda Item	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	None	Refer	Against	An AGAINST vote is warranted as we are not a controlling shareholder, Interest Holder or Senior Officer as defined in Section 37(D) of the Securities Law, NONE 1968.
Enlight Renewable Energy Ltd.	ENLT	Israel	25/11/2021	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Refer	Against	An AGAINST vote is warranted as we are not a controlling shareholder, Interest Holder or Senior Officer as defined in Section 37(D) of the Securities Law, NONE 1968.
Enlight Renewable Energy Ltd.	ENLT	Israel	25/11/2021	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Refer	Against	An AGAINST vote is warranted as we are not a controlling shareholder, Interest Holder or Senior Officer as defined in Section 37(D) of the Securities Law, NONE 1968.
Sanofi	SAN	France	03/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO	For	For	Against	An AGAINST vote is warranted as the proposed policy has no thresholds, targets or maximum for STI and no disclosure on share plan rules.
Sanofi	SAN	France	03/05/2022	Elect Director	Reelect Patrick Kron as Director	For	For	Against	An AGAINST vote is warranted the nominee chairs the Remuneration Committee and the proposed policy no thresholds, targets or maximum for STI and no disclosure on share plan rules.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted as whilst the company's compensation framework promotes alignment between pay and performance, pay disclosure practices with regards to ex-post disclosure is sub-optimal. As we hold companies to a higher ethical standard, we vote 'AGAINST' to signal to the company that improved transparency going forward is required.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted as the Company continues to operate a Value Creation Plan (VCP), which is a highly levered variable pay structure; and the AIP limit for FY2022 is being increased from 215% to 250% for all EDs, save for the CEO.
Invocare Limited	IVC	Australia	20/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted as: the fixed remuneration of the CEO remains substantially higher than the median of peers and there continues to be poor disclosure of STI targets and actual outcomes, making it is difficult for shareholders to independently assess the merit of bonuses and rigour of target.
TPG Telecom Limited	TPG	Australia	03/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted as: the LTI is above the market median for similar sized companies, and the cumulative operating FCF targets and hurdles are not disclosed, which makes it impossible for shareholders to assess the rigor of targeted performance and alignment with shareholder expectations.
TPG Telecom Limited	TPG	Australia	03/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Inaki Berroeta	For	For	Against	An AGAINST vote is warranted as the LTI is above the market median for similar sized companies and the three-year performance period is at the minimum accepted in this market and should ideally be longer to better align with longer term shareholder interests. Tthe Board's disclosure states that if the resolution is not approved by shareholders, the board would need to consider alternative remuneration arrangements (such as a cash payment). This represents a material departure from good corporate governance given the diminution of shareholder rights in voting the resolution.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Stock Option Plan Grants	Approve Grant of Share Options to Fabian Siegel	For	For	Against	An AGAINST vote is warranted as: the performance period of the options will be tested in two years only, which is short for an LTI grant under Australian market conditions; and the specific EBITDA and CM targets are not disclosed, which prevents shareholders from fully assessing whether the performance conditions are sufficiently challenging and in shareholder interests.
Invocare Limited	IVC	Australia	20/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Olivier Chretien	For	For	Against	An AGAINST vote is warranted due to the absence of disclosure of any performance levels beyond threshold for LTI vesting, and the provision for dividends on unvested shares.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Executive Share Option Plan	Approve Share Option Program 2022 For and Issue of Securities Under that Program	For	For	Against	An AGAINST vote is warranted due to: the share options will be tested over a one- or two-year performance period only, being short for an LTI grant in Australia; and although there is a waiting period of 4 years before the options can be exercised, the vesting period of incentive grants under the scheme is not in line with local market standards in Australia, which recommend substantial vesting only after at least three years.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Executive Share Option Plan	Approve Share Option Program 2022 For and Creation of a Conditional Capital 2022/I, as Well as the Corresponding Amendment of the Constitution	For	For	Against	An AGAINST vote is warranted due to: the share options will be tested over a one- or two-year performance period only, being short for an LTI grant in Australia; and although there is a waiting period of 4 years before the options can be exercised, the vesting period of incentive grants under the scheme is not in line with local market standards in Australia, which recommend substantial vesting only after at least three years.
Twilio Inc.	TWLO	USA	22/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	An AGAINST vote is warranted due to the lack of long-term performance metrics for equity awards. Despite the sizable equity awards, the company does not condition vesting of long-term awards on the achievement of performance goals. Given the size of awards, investors would expect a significant portion of the awards to be performance-contingent with rigorous multi-year goals.
Vonovia SE	VNA	Germany	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted due to the legacy defined benefit pension plans for certain executives resulting in excessive pension contributions in comparison to market practice and peers.
Ecolab Inc.	ECL	USA	05/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	An AGAINST vote is warranted due to: concerns raised regarding the potential impact of individual performance adjustments on annual incentive payouts, as the proxy does not clearly indicate limits on these; 62% of the CEO's LTI mix is time-based; and the company granted a retention RSU award to one NEO that lacks performance-vesting criteria.
Sanofi	SAN	France	03/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Paul Hudson, CEO	For	For	Against	An AGAINST vote is warranted for the following reasons: under the LTIP's structure an overachieved criterion can offset one underachieved; the free-cash flow performance criterion attached to the granted LTIP allows vesting for underperforming the budget; and the performance conditions attached to the sign-on bonus allow for full compensation even with a failed TSR criterion.
AbbVie Inc.	ABBV	USA	06/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	An AGAINST vote is warranted due to excessive compensation, specifically excessive non-performance-based pay elements incliding an excessive corporate aircraft-related perquisite. There an additional concern in the degree of discretion in the award of both STI and LTI bonuses and the outcomes which are materially above target without adequate explanation.
HelloFresh SE	HFG	Germany	12/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	Against	An AGAINST vote is warranted due to excessive maximum remuneration caps. Each ordinary managing director is capped at EUR 11 million per year and at EUR 14 million per year for the CEO. Additionally, the cap may be increased by up to EUR 2 million in case of reimbursement of forfeited variable remuneration from a previous employer.
Pushpay Holdings Limited	PPH	New Zealand	16/06/2022	Elect Director	Elect John M. Connolly as Director	For	For	Against	An AGAINST vote is warranted to signal concerns regarding problematic pay practices inclduing lagged remuneration disclosure which is inconsistent with shareholder expectations and best market practice.
XPeng, Inc.	9868	Cayman Islands	24/06/2022	Approve Remuneration of Directors and/or Committee	Authorize Board to Fix Remuneration of Directors	For	For	Against	An AGAINST vote is warranted due to the excessive increase in directors' fees with no explanation provided.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Approve Increase in Aggregate Compensation Ceiling for	Approve Compensation Ceiling for Directors	For	For	Against	An AGAINST vote is warranted due to the excessive increase in directors compensation.

Enlight Renewable Energy Ltd.	ENLT	Israel	25/11/2021	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR.	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	None	Refer	For	A vote for 'FOR' is warranted as we are an Institutional Investor as defined in Regulation 1 of the NONE Supervision Financial Services Regulations 2009.
Anthem, Inc.	ANTM	USA	18/05/2022	Political Activities and Action	Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	Against	Against	For	A vote for 'FOR' is warranted. Given the well documented effects of corporate political donations affecting the functioning of democracies, ethical investors would expect a vote FOR these kinds of resolutions.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	Against	Against	For	A vote 'FOR' is warranted. We believe enacting a right to act by written consent further increases shareholder rights at the company.
Mastercard Incorporated	MA	USA	21/06/2022	Charitable Contributions	Report on Charitable Contributions	Against	Against	For	A vote 'FOR' is warranted. While the company does disclose its charitable contributions via their website, Mastercard Centre homepage and 2020 Corporate Sustainability Report, there is no single source collating this information. Providing increased disclosure of these charitable contributions via a single, accessible source will allow shareholders to evaluate if the distribution of corporate funds is consistent with shareholder interests. This will maximise the company's transparency and accountability, and ensure executives are using corporate assets in the interests of the Company and its shareholders.
Telstra Corporation Limited	TLS	Australia	12/10/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as the CEO's fixed remuneration and the Chairman's fees are well in excess of the relevant market median.
Suncorp Group Limited	SUN	Australia	23/09/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Steven Johnston	For	For	Abstain	An ABSTAIN vote is warranted as there are also inconsistencies within the policy, such as non-disclosure of the Cash ROTE target and stretch performance levels and payment of dividends on unvested shares when there is no present entitlement until the relevant performance hurdles have been met.
Suncorp Group Limited	SUN	Australia	23/09/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	Abstain	An ABSTAIN vote is warranted as there has been multiple inconsistencies with the bonus pay, such as executives receiving bonus pay for BAU activities, non-disclosure of STI targets, and excessive payment to board members.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Christian Guillemot, Vice-CEO	For	For	Abstain	An ABSTAIN vote is warranted as the targets for the criteria related to the non-IFRS EBIT group and the net booking digital group were set under an updated guidance announced in October 2020. The negative effects of the Covid-19 crisis were therefore partly erased.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Yves Guillemot, Chairman and CEO	For	For	Abstain	An ABSTAIN vote is warranted as the targets for the criteria related to the non-IFRS EBIT group and the net booking digital group were set under an updated guidance announced in October 2020. The negative effects of the Covid-19 crisis were therefore partly erased.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Claude Guillemot, Vice-CEO	For	For	Abstain	An ABSTAIN vote is warranted as the targets for the criteria related to the non-IFRS EBIT group and the net booking digital group were set under an updated guidance announced in October 2020. The negative effects of the Covid-19 crisis were therefore partly erased.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Michel Guillemot, Vice-CEO	For	For	Abstain	An ABSTAIN vote is warranted as the targets for the criteria related to the non-IFRS EBIT group and the net booking digital group were set under an updated guidance announced in October 2020. The negative effects of the Covid-19 crisis were therefore partly erased.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Gerard Guillemot, Vice-CEO	For	For	Abstain	An ABSTAIN vote is warranted as the targets for the criteria related to the non-IFRS EBIT group and the net booking digital group were set under an updated guidance announced in October 2020. The negative effects of the Covid-19 crisis were therefore partly erased.
Enlight Renewable Energy Ltd.	ENLT	Israel	22/08/2021	Approve/Amend Employment Agreements	Approve Grant of Options, Updated Compensation Terms and Remuneration Plan to Gilad Yavetz, CEO and Director	For	For	Against	An AGAINST vote is warranted due to excessive Pay.
Take-Two Interactive Software, Inc.	TTWO	USA	14/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Abstain	An ABSTAIN vote is warranted as for several years, TTWO executives Goldstein and Emerson have earned the maximum annual cash incentive, while the financial target goals were set below the prior year's achievement level. The lowering of goals has led to over compensation of both executives over several years, with no incentive for them to financially perform better.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Aggregate Fee Pool	None	For	Against	An AGAINST vote is warranted as the board is suggesting a 46% increase to fees, with further increases planned for next year, without providing adequate justification as to why this level of increase over two years is necessary.
Energix-Renewable Energies Ltd.	ENRG	Israel	15/07/2021	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Refer	Against	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote AGAINST.
Enlight Renewable Energy Ltd.	ENLT	Israel	22/08/2021	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Refer	Against	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote AGAINST.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Refer	Against	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote AGAINST.
Energix-Renewable Energies Ltd.	ENRG	Israel	15/07/2021	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR.	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	None	Refer	For	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote AGAINST.
Enlight Renewable Energy Ltd.	ENLT	Israel	22/08/2021	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR.	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	None	Refer	For	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote AGAINST.

NICE Ltd. (Israel)	NICE	Israel	22/06/2022	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR.	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	None	Refer	For	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote AGAINST.
Ennergix-Renewable Energies Ltd.	ENRG	Israel	15/07/2021	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Refer	Against	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.
Enlight Renewable Energy Ltd.	ENLT	Israel	22/08/2021	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Refer	Against	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote AGAINST.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Refer	Against	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote AGAINST.
Ennergix-Renewable Energies Ltd.	ENRG	Israel	15/07/2021	Indicate Personal Interest in Proposed Agenda Item	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	None	Refer	Against	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST.
Enlight Renewable Energy Ltd.	ENLT	Israel	22/08/2021	Indicate Personal Interest in Proposed Agenda Item	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	None	Refer	Against	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	Indicate Personal Interest in Proposed Agenda Item	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	None	Refer	Against	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Approve Remuneration Policy	Approve Remuneration Policy of Chairman and CEO	For	For	Abstain	An ABSTAIN vote is warranted as the derogation policy is too vague on which elements and to what extent the remuneration can be modified.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Approve Remuneration Policy	Approve Remuneration Policy of Vice-CEOs	For	For	Abstain	An ABSTAIN vote is warranted as the derogation policy is too vague on which elements and to what extent the remuneration can be modified.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	Against	An AGAINST vote is warranted as they have appointed a new CFO who they're paying more than their predecessor, and also above average for similar companies. The CEO has also been paid a significant bonus which seems inappropriate given the pandemic.
AbbVie Inc.	ABBV	USA	06/05/2022	Elect Director	Elect Director William H.L. Burnside	For	Against	Against	A vote AGAINST incumbent nominating committee members William Burnside, Brett Hart and Edward (Ed) Rapp is warranted for lack of diversity on the board. A vote FOR the director nominees is warranted at this time.
AbbVie Inc.	ABBV	USA	06/05/2022	Elect Director	Elect Director Thomas C. Freyman	For	For	For	A vote AGAINST incumbent nominating committee members William Burnside, Brett Hart and Edward (Ed) Rapp is warranted for lack of diversity on the board. A vote FOR the director nominees is warranted at this time.
AbbVie Inc.	ABBV	USA	06/05/2022	Elect Director	Elect Director Brett J. Hart	For	Against	Against	A vote AGAINST incumbent nominating committee members William Burnside, Brett Hart and Edward (Ed) Rapp is warranted for lack of diversity on the board. A vote FOR the director nominees is warranted at this time.
AbbVie Inc.	ABBV	USA	06/05/2022	Elect Director	Elect Director Edward J. Rapp	For	Against	Against	A vote AGAINST incumbent nominating committee members William Burnside, Brett Hart and Edward (Ed) Rapp is warranted for lack of diversity on the board. A vote FOR the director nominees is warranted at this time.
AbbVie Inc.	ABBV	USA	06/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 15.27 percent of the fees paid to the auditor are for non-audit purposes.
AbbVie Inc.	ABBV	USA	06/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirement	For	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
AbbVie Inc.	ABBV	USA	06/05/2022	Require Independent Board Chairman	Require Independent Board Chair	Against	For	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
AbbVie Inc.	ABBV	USA	06/05/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	For	A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.
AbbVie Inc.	ABBV	USA	06/05/2022	Review Drug Pricing or Distribution	Report on Board Oversight of Risks Related to Anticompetitive Practices	Against	For	For	A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of AbbVie's involvement in related controversies.
AbbVie Inc.	ABBV	USA	06/05/2022	Political Contributions Disclosure	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	For	A vote FOR this resolution is warranted, as more comprehensive information comparing the company's public policy statements and its political contributions and lobbying efforts would benefit shareholders in assessing its management of related risks.
Acciona SA	ANA	Spain	22/06/2022	Accept Consolidated Financial Statements and Statutory	Approve Consolidated and Standalone Financial Statements	For	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Acciona SA	ANA	Spain	22/06/2022	Receive/Approve Report/Announcement	Approve Consolidated and Standalone Management Reports	For	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Acciona SA	ANA	Spain	22/06/2022	Approve Discharge of Board and President	Approve Discharge of Board	For	For	For	A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Acciona SA	ANA	Spain	22/06/2022	Accept/Approve Corporate Social Responsibility Report	Approve Non-Financial Information Statement	For	For	For	A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company and the sustainability report.

Acciona SA	ANA	Spain	22/06/2022	Accept/Approve Corporate Social Responsibility Report	Approve Sustainability Report	For	For	For	A vote FOR this item is warranted due to a lack of specific concern about the company's reporting on its sustainability effort.
Acciona SA	ANA	Spain	22/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Acciona SA	ANA	Spain	22/06/2022	Ratify Auditors	Renew Appointment of KPMG Auditores as Auditor	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Acciona SA	ANA	Spain	22/06/2022	Elect Director	Reelect Sonia Dula as Director	For	For	For	A vote FOR Items 2.1-2.3 is warranted due to a lack of concerns about the independent director nominees.
Acciona SA	ANA	Spain	22/06/2022	Elect Director	Elect Maite Arango Garcia-Urtiaga as Director	For	For	For	A vote FOR Items 2.1-2.3 is warranted due to a lack of concerns about the independent director nominees.
Acciona SA	ANA	Spain	22/06/2022	Elect Director	Elect Carlo Clavarino as Director	For	For	For	A vote FOR Items 2.1-2.3 is warranted due to a lack of concerns about the independent director nominees.
Acciona SA	ANA	Spain	22/06/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	Against	Against	A vote AGAINST this item is warranted because this new remuneration policy maintains current and adds problematic practices, including: * Uncapped extraordinary awards to executives; * Company's excessive contributions to executives' pension plans; and * Possible extraordinary contributions to executives' pension schemes. As such, the proposed policy suggests that the board is not responsive to minority concerns.
Acciona SA	ANA	Spain	22/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Remuneration Report	For	Against	Against	A vote AGAINST this item is warranted because: * The chair/CEO's 2021 total pay representing 5.3x the median of sector peers is deemed excessive. * The company contribution to the executive directors' pension scheme of 100 percent of salary are also deemed excessive. * The chair/CEO received a bonus of nearly 400 percent of base salary and the board has not disclosed any performance outcome information. The at-target opportunity is 300 percent of salary but the company does no cap short-term incentives.
Acciona SA	ANA	Spain	22/06/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorize Company to Call EGM with 15 Days' Notice	For	For	For	A vote FOR the authority to call an EGM with 15 days' notice is warranted based on a lack of concerns about the use of similar authorisations in the past.
Acciona SA	ANA	Spain	22/06/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.
Activision Blizzard, Inc.	ATVI	USA	28/04/2022	Approve Merger Agreement	Approve Merger Agreement	For	For	For	While it is possible that the merger will not receive regulatory approval, shareholders face a potential downside risk of non-approval given ATVI's outperformance against the market, recent disappointing financial results, and ongoing investigations by federal, state, and securities authorities. Additionally, the merger consideration delivers a premium, appears fair from a valuation standpoint, and provides liquidity and certainty of value for shareholders. On balance, a vote FOR the proposed transaction is warranted.
Activision Blizzard, Inc.	ATVI	USA	28/04/2022	Advisory Vote on Golden Parachutes	Advisory Vote on Golden Parachutes	For	For	For	While there are some concerns regarding recent increases to the double-trigger severance entitlements for NEOs other than the CEO, the resulting amounts are not considered excessive, and no excise tax gross-ups are expected. Further, the entirety of outstanding equity awards are subject to double trigger vesting. Lastly, any additional incentive compensation that may be received by the CEO following the merger will require the board's assessment of sufficient progress on related goals. In balancing these factors, and given that the vast majority of NEOs' golden parachute payments are double-triggered, a vote FOR this proposal is warranted.
Activision Blizzard, Inc.	ATVI	USA	28/04/2022	Adjourn Meeting	Adjourn Meeting	For	For	For	A vote FOR this agenda item is warranted as the underlying transaction warrants support.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Reveta Bowers	For	For	For	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Kerry Carr	For	For	For	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Robert Corti	For	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Brian Kelly	For	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Robert Kotick	For	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Lulu Meservey	For	For	For	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Barry Meyer	For	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Robert Morgado	For	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Peter Nolan	For	Against	Against	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Elect Director	Elect Director Dawn Ostroff	For	For	For	Votes AGAINST directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted as a signal to the board that stronger independent oversight and board management of risks related to sexual harassment and discrimination at the company are necessary. A vote FOR the remaining director nominees is warranted at this time.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, with caution. The committee was sufficiently responsive to last year's low say-on-pay vote result. CEO Kotick's total compensation was significantly reduced, as he did not receive a bonus nor stock award for the year. The proxy also notes his pay will not increase until the company has made "appropriate progress" toward the achievement of certain gender-related transformational goals. However, continued monitoring is warranted of pay levels and structures, given the subjective nature of the transformational goals as well as the expected Microsoft merger.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.36 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Company-Specific Board-Related	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	For	For	A vote FOR this proposal is warranted, as an employee representative director would enable more robust oversight of issues related to the company's employees and their concerns.



Activision Blizzard, Inc.	ATVI	USA	21/06/2022	Labor Issues - Discrimination and Miscellaneous	Report on Efforts Prevent Abuse, Harassment, and Discrimination	Against	For	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure due to the ongoing scrutiny over the company's sexual harassment and discrimination issues involving protected classes of employees. Increased transparency would help shareholders to fully assess how the company is managing associated risks.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Elect Director	Elect Director Neil M. Ashe	For	For	For	A vote AGAINST incumbent Compensation Committee members W. Patrick Battle, George Douglas Dillard Jr., Maya Leibman, and Dominic Pileggi is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Elect Director	Elect Director W. Patrick Battle	For	Against	Against	A vote AGAINST incumbent Compensation Committee members W. Patrick Battle, George Douglas Dillard Jr., Maya Leibman, and Dominic Pileggi is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Elect Director	Elect Director G. Douglas Dillard, Jr.	For	Against	Against	A vote AGAINST incumbent Compensation Committee members W. Patrick Battle, George Douglas Dillard Jr., Maya Leibman, and Dominic Pileggi is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Elect Director	Elect Director James H. Hance, Jr.	For	For	For	A vote AGAINST incumbent Compensation Committee members W. Patrick Battle, George Douglas Dillard Jr., Maya Leibman, and Dominic Pileggi is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Elect Director	Elect Director Maya Leibman	For	Against	Against	A vote AGAINST incumbent Compensation Committee members W. Patrick Battle, George Douglas Dillard Jr., Maya Leibman, and Dominic Pileggi is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Elect Director	Elect Director Laura G. O'Shaughnessy	For	For	For	A vote AGAINST incumbent Compensation Committee members W. Patrick Battle, George Douglas Dillard Jr., Maya Leibman, and Dominic Pileggi is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Elect Director	Elect Director Dominic J. Pileggi	For	Against	Against	A vote AGAINST incumbent Compensation Committee members W. Patrick Battle, George Douglas Dillard Jr., Maya Leibman, and Dominic Pileggi is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Elect Director	Elect Director Ray M. Robinson	For	For	For	A vote AGAINST incumbent Compensation Committee members W. Patrick Battle, George Douglas Dillard Jr., Maya Leibman, and Dominic Pileggi is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Elect Director	Elect Director Mark J. Sachleben	For	For	For	A vote AGAINST incumbent Compensation Committee members W. Patrick Battle, George Douglas Dillard Jr., Maya Leibman, and Dominic Pileggi is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Elect Director	Elect Director Mary A. Winston	For	For	For	A vote AGAINST incumbent Compensation Committee members W. Patrick Battle, George Douglas Dillard Jr., Maya Leibman, and Dominic Pileggi is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 6.68 percent of the fees paid to the auditor are for non-audit purposes.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. The company failed to demonstrate adequate responsiveness to last year's say-on-pay vote, despite receiving less than majority support for the second year in a row. While the company engaged with investors following the annual meeting, shareholders' feedback is disclosed only in vague terms. In addition, it is not clear that the company has made any changes to address the concerns underlying the failed 2021 vote. Pay-for-performance concerns are mitigated in light of recent improvements to the company's incentive programs. The weight of the individual performance component in the annual incentive program was reduced from 50 percent to 20 percent, and a concerning secondary funding mechanism was removed. Further, the grant date value of the CEO's equity awards was lower in 2021 compared to 2020. Finally, beginning in 2022 the CEO will participate in the ordinary long-term incentive program.
Acuity Brands, Inc.	AYI	USA	05/01/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 1.25 per Share	For	For	For	Votes FOR the allocation of income resolutions are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Approve Dividends	Approve Dividends of CHF 1.25 per Share from Capital Contribution Reserves	For	For	For	Votes FOR the allocation of income resolutions are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 5.1 Million	For	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	For	For	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Elect Director	Reelect Jean-Christophe Deslarzes as Director and Board Chair	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Elect Director	Reelect Rachel Duan as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Elect Director	Reelect Ariane Gorin as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Elect Director	Reelect Alexander Gut as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Elect Director	Reelect Didier Lamouche as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Elect Director	Reelect David Prince as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Elect Director	Reelect Kathleen Taylor as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Elect Director	Reelect Regula Wallimann as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Elect Member of Remuneration Committee	Reappoint Rachel Duan as Member of the Compensation Committee	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Elect Member of Remuneration Committee	Reappoint Didier Lamouche as Member of the Compensation Committee	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Elect Member of Remuneration Committee	Reappoint Kathleen Taylor as Member of the Compensation Committee	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Designate X as Independent Proxy	Designate Keller KLG as Independent Proxy	For	For	For	A vote FOR this proposal is warranted due to a lack of concerns.

Adecco Group AG	ADEN	Switzerland	13/04/2022	Ratify Auditors	Ratify Ernst & Young AG as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Approve Reduction in Share Capital	Approve CHF 142,438.80 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	For	A vote FOR the proposed share capital reduction is warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Renewal of CHF 840,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	For	A vote FOR the proposed authorisation is warranted.
Adecco Group AG	ADEN	Switzerland	13/04/2022	Other Business	Transact Other Business (Voting)	For	Against	Against	A vote AGAINST is warranted because: " This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and " The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director Amy Banse	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director Brett Biggs	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director Melanie Boulden	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director Frank Calderoni	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director Laura Desmond	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director Shantanu Narayen	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director Spencer Neumann	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director Kathleen Oberg	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director Dheeraj Pandey	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director David Ricks	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director Daniel Rosensweig	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Elect Director	Elect Director John Warnock	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank Calderoni, Amy Banse, Kathleen (Leeny) Oberg and Daniel (Dan) Rosensweig are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Adobe Inc.	ADBE	USA	14/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 9.05 percent of the fees paid to the auditor are for non-audit purposes.
Adobe Inc.	ADBE	USA	14/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. Annual and long-term awards are primarily performance based, and performance awards utilize a multi-year performance period. However, concerns remain regarding the lack of disclosed specific annual incentive targets and the addition of equity awards with an annual performance period.
Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Elect Director	Elect Director Grant H. Beard	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Anne DelSanto, Tina Donikowski, Laneshia Minnix and John Roush for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Elect Director	Elect Director John A. Roush	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Anne DelSanto, Tina Donikowski, Laneshia Minnix and John Roush for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Elect Director	Elect Director Frederick A. Ball	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Anne DelSanto, Tina Donikowski, Laneshia Minnix and John Roush for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Elect Director	Elect Director Anne T. DelSanto	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Anne DelSanto, Tina Donikowski, Laneshia Minnix and John Roush for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Elect Director	Elect Director Tina M. Donikowski	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Anne DelSanto, Tina Donikowski, Laneshia Minnix and John Roush for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Elect Director	Elect Director Ronald C. Foster	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Anne DelSanto, Tina Donikowski, Laneshia Minnix and John Roush for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Elect Director	Elect Director Edward C. Grady	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Anne DelSanto, Tina Donikowski, Laneshia Minnix and John Roush for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Elect Director	Elect Director Stephen D. Kelley	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Anne DelSanto, Tina Donikowski, Laneshia Minnix and John Roush for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Elect Director	Elect Director Laneshia T. Minnix	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Anne DelSanto, Tina Donikowski, Laneshia Minnix and John Roush for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Elect Director	Elect Director David W. Reed	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Anne DelSanto, Tina Donikowski, Laneshia Minnix and John Roush for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 23.06 percent of the fees paid to the auditor are for non-audit purposes.

Advanced Energy Industries, Inc.	AEIS	USA	09/05/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Advantest Corp.	6857	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Remove All Provisions on Advisory Positions	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Yoshida, Yoshiaki	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Karatsu, Osamu	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Urabe, Toshimitsu	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Nicholas Benes	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Tsukakoshi, Soichi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Fujita, Atsushi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Tsukui, Koichi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director Douglas Lefever	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Advantest Corp.	6857	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Sumida, Sayaka	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Adyen NV	ADYEN	Netherlands	01/06/2022	Open Meeting	Open Meeting				No vote is required for this item.
Adyen NV	ADYEN	Netherlands	01/06/2022	Ratify Auditors	Ratify PwC as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Adyen NV	ADYEN	Netherlands	01/06/2022	Close Meeting	Close Meeting				No vote is required for this item.
Adyen NV	ADYEN	Netherlands	01/06/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Management Board and Supervisory Board (Non-Voting)				No vote is required for this item.
Adyen NV	ADYEN	Netherlands	01/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR is warranted because the report is broadly in line with market practice and no further concerns are raised with specific pay practices. Although some shareholders might raise concerns with the absence of variable incentive plans, we note that CEO Pieter van der Does is a significant shareholder and as such ensuring alignment with shareholders already.
Adyen NV	ADYEN	Netherlands	01/06/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Adyen NV	ADYEN	Netherlands	01/06/2022	Miscellaneous Proposal: Company-Specific	Receive Explanation on Company's Reserves and Dividend Policy				This is a non-voting item.
Adyen NV	ADYEN	Netherlands	01/06/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Adyen NV	ADYEN	Netherlands	01/06/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Adyen NV	ADYEN	Netherlands	01/06/2022	Approve Executive Appointment	Reelect Pieter Willem van der Does to Management Board	For	For	For	A vote FOR these elections is warranted because: " The nominees are elected for a term not exceeding four years; " The candidates appear to possess the necessary qualifications for board membership; and " There is no known controversy concerning the candidates.
Adyen NV	ADYEN	Netherlands	01/06/2022	Approve Executive Appointment	Reelect Roelant Prins to Management Board	For	For	For	A vote FOR these elections is warranted because: " The nominees are elected for a term not exceeding four years; " The candidates appear to possess the necessary qualifications for board membership; and " There is no known controversy concerning the candidates.
Adyen NV	ADYEN	Netherlands	01/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	ADYEN	Netherlands	01/06/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	ADYEN	Netherlands	01/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	A vote FOR is warranted because: " This proposal is in line with commonly used safeguards regarding volume and pricing; " The authorisation would allow Adyen to repurchase up to 10.00 percent of the issued share capital; and " The authorisation would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
Aflac Incorporated	AFL	USA	02/05/2022	Elect Director	Elect Director Daniel P. Amos	For	For	For	Votes AGAINST incumbent nominating committee members Nobuchika Mori, Barbara Rimer and Katherine (Kathy) Rohrer are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Aflac Incorporated	AFL	USA	02/05/2022	Elect Director	Elect Director W. Paul Bowers	For	For	For	Votes AGAINST incumbent nominating committee members Nobuchika Mori, Barbara Rimer and Katherine (Kathy) Rohrer are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Aflac Incorporated	AFL	USA	02/05/2022	Elect Director	Elect Director Arthur R. Collins	For	For	For	Votes AGAINST incumbent nominating committee members Nobuchika Mori, Barbara Rimer and Katherine (Kathy) Rohrer are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Aflac Incorporated	AFL	USA	02/05/2022	Elect Director	Elect Director Toshihiko Fukuzawa	For	For	For	Votes AGAINST incumbent nominating committee members Nobuchika Mori, Barbara Rimer and Katherine (Kathy) Rohrer are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Aflac Incorporated	AFL	USA	02/05/2022	Elect Director	Elect Director Thomas J. Kenny	For	For	For	Votes AGAINST incumbent nominating committee members Nobuchika Mori, Barbara Rimer and Katherine (Kathy) Rohrer are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Aflac Incorporated	AFL	USA	02/05/2022	Elect Director	Elect Director GeorgeTte D. Kiser	For	For	For	Votes AGAINST incumbent nominating committee members Nobuchika Mori, Barbara Rimer and Katherine (Kathy) Rohrer are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Aflac Incorporated	AFL	USA	02/05/2022	Elect Director	Elect Director Karole F. Lloyd	For	For	For	Votes AGAINST incumbent nominating committee members Nobuchika Mori, Barbara Rimer and Katherine (Kathy) Rohrer are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Aflac Incorporated	AFL	USA	02/05/2022	Elect Director	Elect Director Nobuchika Mori	For	Against	Against	Votes AGAINST incumbent nominating committee members Nobuchika Mori, Barbara Rimer and Katherine (Kathy) Rohrer are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Aflac Incorporated	AFL	USA	02/05/2022	Elect Director	Elect Director Joseph L. Moskowitz	For	For	For	Votes AGAINST incumbent nominating committee members Nobuchika Mori, Barbara Rimer and Katherine (Kathy) Rohrer are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Aflac Incorporated	AFL	USA	02/05/2022	Elect Director	Elect Director Barbara K. Rimer	For	Against	Against	Votes AGAINST incumbent nominating committee members Nobuchika Mori, Barbara Rimer and Katherine (Kathy) Rohrer are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Aflac Incorporated	AFL	USA	02/05/2022	Elect Director	Elect Director Katherine T. Rohrer	For	Against	Against	Votes AGAINST incumbent nominating committee members Nobuchika Mori, Barbara Rimer and Katherine (Kathy) Rohrer are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Aflac Incorporated	AFL	USA	02/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. The majority of CEO compensation remains conditioned on clearly disclosed financial performance objectives and CEO pay and company performance remain reasonably aligned.
Aflac Incorporated	AFL	USA	02/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
AIA Group Limited	1299	Hong Kong	19/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
AIA Group Limited	1299	Hong Kong	19/05/2022	Elect Director	Elect Sun Jie (Jane) as Director	For	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Elect Director	Elect George Yong-Boon Yeo as Director	For	For	For	A vote FOR all nominees is warranted.

AIA Group Limited	1299	Hong Kong	19/05/2022	Elect Director	Elect Swee-Lian Teo as Director	For	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Elect Director	Elect Narongchai Akrasanee as Director	For	For	For	A vote FOR all nominees is warranted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
AIA Group Limited	1299	Hong Kong	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights		For	For	A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares. * The company has specified a discount limit which is 10 percent.
AIA Group Limited	1299	Hong Kong	19/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Open Meeting	Open Meeting				No vote is required for this item.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Approve Reduction in Share Capital	Authorize Cancellation of Repurchased Shares	For	For	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Close Meeting	Close Meeting				No vote is required for this item.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Receive Financial Statements and Statutory Reports (Non-Accept Financial Statements and Statutory Reports	Receive Report of Management Board (Non-Voting)				No vote is required for this item.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Adopt Financial Statements	Adopt Financial Statements	For	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Miscellaneous Proposal: Company-Specific	Discuss on the Company's Dividend Policy				This is a non-voting item.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	For	A vote FOR this allocation of income proposal is warranted because the proposed payout ratio is adequate without being excessive.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST is warranted because: * The board used discretionary power to evaluate performance against the ROI target (>20%) communicated in February 2020, whereas the ROI target communicated at the start of the performance period was 25%, without this changed consideration for the in-flight 2019-2021 plan being accompanied by a compelling rationale; and * A one-off grant is offered to the CEO for the end of his appointment aiming at compensating for lost awards, whereas this would undermine the principle of pro-rata vesting upon termination. Moreover, there is no clear disclosure on how the board arrived at the EUR 1.7 million value and concerns are raised with the fact the company is using the derogation provision for this one-time grant.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Approve Remuneration Policy	Amend Remuneration Policy for Management Board	For	For	For	A qualified vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice and no further concerns were identified. However, some level of concern is raised with regard to the company not defining how it will measure 'ESG'. The latter concern is mitigated by the company explaining during engagement that under ESG the company's 'people, planet, paint' approach is measured with clear and concrete long-term goals.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Approve Executive Appointment	Reelect M.J. de Vries to Management Board	For	For	For	A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Elect Supervisory Board Member	Elect E. Baiget to Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Elect Supervisory Board Member	Elect H. van Bylen to Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Elect Supervisory Board Member	Reelect N.S. Andersen to Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Elect Supervisory Board Member	Reelect B.E. Grote to Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Akzo Nobel NV	AKZA	Netherlands	22/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorisation would allow Akzo Nobel to repurchase up to 10 percent of the issued share capital; and * The authorisation would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
Alfen NV	ALFEN	Netherlands	07/04/2022	Open Meeting	Open Meeting				No vote is required for this item.
Alfen NV	ALFEN	Netherlands	07/04/2022	Transact Other Business (Non-Voting)	Other Business (Non-Voting)				No vote is required for this item.
Alfen NV	ALFEN	Netherlands	07/04/2022	Close Meeting	Close Meeting				No vote is required for this item.
Alfen NV	ALFEN	Netherlands	07/04/2022	Receive Financial Statements and Statutory Reports (Non-Accept Financial Statements and Statutory Reports	Receive Report of Management Board (Non-Voting)				No vote is required for this item.
Alfen NV	ALFEN	Netherlands	07/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR is warranted. Although we note that some of the non-financial KPIs are not accompanied by full information on achievement, overall the company has improved disclosure and increased the understanding on the alignment between pay and performance.
Alfen NV	ALFEN	Netherlands	07/04/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements	For	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Alfen NV	ALFEN	Netherlands	07/04/2022	Miscellaneous Proposal: Company-Specific	Receive Explanation on Company's Reserves and Dividend Policy				This is a non-voting item.
Alfen NV	ALFEN	Netherlands	07/04/2022	Approve Allocation of Income and Dividends	Discuss Allocation of Income				A vote FOR the company's proposal to not pay any dividend over the fiscal year under review is warranted because not paying dividends is in the interest of the financial health of the company.
Alfen NV	ALFEN	Netherlands	07/04/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

Alfen NV	ALFEN	Netherlands	07/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Alfen NV	ALFEN	Netherlands	07/04/2022	Approve Remuneration Policy	Amend Remuneration Policy	For	For	For	A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice. However, we do note that the SRD II-inspired derogation clauses are providing for broad flexibility to derogate from the policy. Although the company is clear from which element can be derogated, the extent to which is not further defined.
Alfen NV	ALFEN	Netherlands	07/04/2022	Approve Executive Appointment	Reelect M. (Marco) Roeleveld to Management Board	For	For	For	A vote FOR these elections is warranted because:* The nominees are elected for a term not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.
Alfen NV	ALFEN	Netherlands	07/04/2022	Approve Executive Appointment	Reelect J. (Jeroen) van Rossen to Management Board	For	For	For	A vote FOR these elections is warranted because:* The nominees are elected for a term not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.
Alfen NV	ALFEN	Netherlands	07/04/2022	Approve Executive Appointment	Elect M.K. (Michelle) Lesh to Management Board	For	For	For	A vote FOR these elections is warranted because:* The nominees are elected for a term not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.
Alfen NV	ALFEN	Netherlands	07/04/2022	Elect Supervisory Board Member	Reelect H. (Henk) Ten Hove to Supervisory Board	For	For	For	A vote FOR this election is warranted because:* The nominee is elected for a period not exceeding four years;* The candidate appears to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidate
Alfen NV	ALFEN	Netherlands	07/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Alfen NV	ALFEN	Netherlands	07/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	A vote FOR is warranted because:* This proposal is in line with commonly used safeguards regarding volume and pricing;* The authorisation would allow Alfen to repurchase up to 10.00 percent of the issued share capital; and* The authorisation would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase
Alfen NV	ALFEN	Netherlands	07/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Allegion Plc	ALLE	Ireland	02/06/2022	Elect Director	Elect Director Kirk S. Hachigian	For	Against	Against	A vote AGAINST incumbent nominating committee members Kirk Hachigian, Steven Mizell, Nicole Parent Haughey, Dean Schaffer, Dev Vardhan and Martin Welch III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Allegion Plc	ALLE	Ireland	02/06/2022	Elect Director	Elect Director Steven C. Mizell	For	Against	Against	A vote AGAINST incumbent nominating committee members Kirk Hachigian, Steven Mizell, Nicole Parent Haughey, Dean Schaffer, Dev Vardhan and Martin Welch III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Allegion Plc	ALLE	Ireland	02/06/2022	Elect Director	Elect Director Nicole Parent Haughey	For	Against	Against	A vote AGAINST incumbent nominating committee members Kirk Hachigian, Steven Mizell, Nicole Parent Haughey, Dean Schaffer, Dev Vardhan and Martin Welch III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Allegion Plc	ALLE	Ireland	02/06/2022	Elect Director	Elect Director Lauren B. Peters	For	For	For	A vote AGAINST incumbent nominating committee members Kirk Hachigian, Steven Mizell, Nicole Parent Haughey, Dean Schaffer, Dev Vardhan and Martin Welch III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Allegion Plc	ALLE	Ireland	02/06/2022	Elect Director	Elect Director David D. Petratis	For	For	For	A vote AGAINST incumbent nominating committee members Kirk Hachigian, Steven Mizell, Nicole Parent Haughey, Dean Schaffer, Dev Vardhan and Martin Welch III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Allegion Plc	ALLE	Ireland	02/06/2022	Elect Director	Elect Director Dean I. Schaffer	For	Against	Against	A vote AGAINST incumbent nominating committee members Kirk Hachigian, Steven Mizell, Nicole Parent Haughey, Dean Schaffer, Dev Vardhan and Martin Welch III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Allegion Plc	ALLE	Ireland	02/06/2022	Elect Director	Elect Director Dev Vardhan	For	Against	Against	A vote AGAINST incumbent nominating committee members Kirk Hachigian, Steven Mizell, Nicole Parent Haughey, Dean Schaffer, Dev Vardhan and Martin Welch III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Allegion Plc	ALLE	Ireland	02/06/2022	Elect Director	Elect Director Martin E. Welch, III	For	Against	Against	A vote AGAINST incumbent nominating committee members Kirk Hachigian, Steven Mizell, Nicole Parent Haughey, Dean Schaffer, Dev Vardhan and Martin Welch III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Allegion Plc	ALLE	Ireland	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While some concerns remain regarding performance target setting, as FY21 targets under the annual incentive plan were set below both targets and results from the year prior, and the relative TSR metric under the long-term incentive plan targets mere median performance, annual incentive awards remain based primarily on financial performance and the recently vested PSUs were earned below target, somewhat mitigating concerns regarding the rigour of the TSR metric.
Allegion Plc	ALLE	Ireland	02/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this item is warranted because only 8.87 percent of the fees paid to the auditor are for non-audit purposes.
Allegion Plc	ALLE	Ireland	02/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Allegion Plc	ALLE	Ireland	02/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director Franklin W. Hobbs	For	Against	Against	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director Kenneth J. Bacon	For	For	For	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director Maureen A. Breakiron-Evans	For	For	For	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director William H. Cary	For	For	For	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director Mayree C. Clark	For	Against	Against	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director Kim S. Fennebresque	For	Against	Against	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.

Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director Melissa Goldman	For	For	For	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director Marjorie Magner	For	Against	Against	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director David Reilly	For	For	For	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director Brian H. Sharples	For	For	For	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director Michael F. Steib	For	For	For	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Elect Director	Elect Director Jeffrey J. Brown	For	For	For	Vote AGAINST incumbent nominating committee members Franklin Hobbs, Mayree Clark, Kim Fennebresque and Marjorie Magner are warranted for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Ally Financial Inc.	ALLY	USA	03/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 18.18 percent of the fees paid to the auditor are for non-audit purposes.
Alstom SA	ALO	France	28/07/2021	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Alstom SA	ALO	France	28/07/2021	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Alstom SA	ALO	France	28/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation Report of Corporate Officers	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Alstom SA	ALO	France	28/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	For	For	For	A vote FOR this remuneration report is warranted, although it raises some concerns since the disclosure on the achievement details under the bonus' non-financial criteria does not allow to easily understand the overperformance, while they mostly reached the maximum payouts. This is all the more problematic since most of the non-financial criteria were achieved at max, while the financial criteria were not achieved at all.The main reason for support is the absence of any significant concern.
Alstom SA	ALO	France	28/07/2021	Authorize Share Repurchase Program	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	For	For	For	Such a share buyback warrants a vote FOR.
Alstom SA	ALO	France	28/07/2021	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	A vote FOR this item is warranted as such share capital reductions are favourable to shareholders.
Alstom SA	ALO	France	28/07/2021	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	Votes FOR the employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.
Alstom SA	ALO	France	28/07/2021	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	For	Votes FOR the employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.
Alstom SA	ALO	France	28/07/2021	Approve Restricted Stock Plan	Authorize up to 5 Million Shares for Use in Restricted Stock Plans	For	For	For	A vote FOR this item is raised although it raises some concerns as:" The company does not disclose any information on the vesting scale of performance conditions on a forward-looking basis.The main reasons for support are:" Performance criteria attached to the restricted stock plan would be coherent with the company's long-term strategic objectives;" The performance criteria attached under the 2021 performance share plan appear to be stringent; and" The absence of any significant concern.
Alstom SA	ALO	France	28/07/2021	Amend Articles/Charter to Reflect Changes in Capital	Remove Articles Related to Preferred Stock	For	For	For	A vote FOR this item is warranted as the purpose of the amendment would be to delete all references to preferred shares from the Articles of Association, introduced in the context of the acquisition of Bombardier Transportation and not implemented in the past fiscal year.The amendment is deemed non-contentious and neutral for shareholders' interest.
Alstom SA	ALO	France	28/07/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Bylaws to Comply with Legal Changes	For	For	For	A vote FOR Item 19 is warranted as it only comprises provisions are deemed non-contentious and neutral to shareholders' interests. However, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.
Alstom SA	ALO	France	28/07/2021	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Alstom SA	ALO	France	28/07/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 911 Million	For	For	For	Votes FOR the authorisations under Items 20-27 are warranted as their proposed volumes respect the recommended guidelines for issuances without preemptive rights.
Alstom SA	ALO	France	28/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 260 Million	For	For	For	Votes FOR the authorisations under Items 20-27 are warranted as their proposed volumes respect the recommended guidelines for issuances without preemptive rights.
Alstom SA	ALO	France	28/07/2021	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity- Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 260 Million		For	For	Votes FOR the authorisations under Items 20-27 are warranted as their proposed volumes respect the recommended guidelines for issuances without preemptive rights.
Alstom SA	ALO	France	28/07/2021	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	Votes FOR the authorisations under Items 20-27 are warranted as their proposed volumes respect the recommended guidelines for issuances without preemptive rights.
Alstom SA	ALO	France	28/07/2021	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	For	Votes FOR the authorisations under Items 20-27 are warranted as their proposed volumes respect the recommended guidelines for issuances without preemptive rights.

Alstom SA	ALO	France	28/07/2021	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For	For	Votes FOR the authorisations under Items 20-27 are warranted as their proposed volumes respect the recommended guidelines for issuances without preemptive rights.
Alstom SA	ALO	France	28/07/2021	Authorize Capital Increase for Future Share Exchange Offers	Authorize Capital Increase of Up to EUR 260 Million for Future Exchange Offers	For	For	For	Votes FOR the authorisations under Items 20-27 are warranted as their proposed volumes respect the recommended guidelines for issuances without preemptive rights.
Alstom SA	ALO	France	28/07/2021	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 260 Million	For	For	For	Votes FOR the authorisations under Items 20-27 are warranted as their proposed volumes respect the recommended guidelines for issuances without preemptive rights.
Alstom SA	ALO	France	28/07/2021	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
Alstom SA	ALO	France	28/07/2021	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 0.25 per Share With an Option for Payment of Dividends in Cash or in Shares	For	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive. The option of the stock dividend program is not contentious, in particular given the context of the Covid-19 pandemic.
Alstom SA	ALO	France	28/07/2021	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For	A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.
Alstom SA	ALO	France	28/07/2021	Ratify Auditors	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	For	For	* A vote FOR Item 5 regarding the renewal of PricewaterhouseCoopers Audit as auditor is warranted although it raises some concerns given that the non-audit fees are higher than audit fees.The main reason for support is that these exceptional, non-recurring and linked to the acquisition of Bombardier Transport.* A vote FOR Item 7 is warranted because there are no concerns regarding the proposed renewal of Mazars as auditor.
Alstom SA	ALO	France	28/07/2021	Dismiss/Remove Director(s)/Auditor(s) (Non-contentious)	Acknowledge End of Mandate of Jean-Christophe Georgiou as Alternate Auditor and Decision Not to Replace and Renew	For	For	For	In the absence of specific concerns, votes FOR these items are warranted.
Alstom SA	ALO	France	28/07/2021	Ratify Auditors	Renew Appointment of Mazars as Auditor	For	For	For	* A vote FOR Item 5 regarding the renewal of PricewaterhouseCoopers Audit as auditor is warranted although it raises some concerns given that the non-audit fees are higher than audit fees.The main reason for support is that these exceptional, non-recurring and linked to the acquisition of Bombardier Transport.* A vote FOR Item 7 is warranted because there are no concerns regarding the proposed renewal of Mazars as auditor.
Alstom SA	ALO	France	28/07/2021	Dismiss/Remove Director(s)/Auditor(s) (Non-contentious)	Acknowledge End of Mandate of Jean-Maurice El Nouchi as Alternate Auditor and Decision Not to Replace and Renew	For	For	For	In the absence of specific concerns, votes FOR these items are warranted.
Alstom SA	ALO	France	28/07/2021	Approve Remuneration Policy	Approve Remuneration Policy of Chairman and CEO	For	For	For	A vote FOR this remuneration policy is warranted, although the following concerns are raised:* The company proposes to increase significantly the chair/CEO's base salary related to the acquisition of Bombardier Transport that triggered an extension of his functions and of the company's size. The increase in base salary would lead to an increase to the whole remuneration package. However, this increase would follow the allocation of a special LTI plan linked to the acquisition of Bombardier Transport approved by the EGM held on Oct. 29, 2020. As such, the company would reward twice the operation during two consecutive fiscal years.The main reasons for support are:* The company will not continue the allocation of a special LTI plan during FY21/22 (even if in practice the special LTI was granted in FY21/22 but based on the FY20/21 policy);* The remuneration policy would be set for at least 2 years, except in the event of a significant evolution of the chair/CEO's functions or substantial change of macro-economic conditions;* The chair/CEO's remuneration package would remain in line with his competitors; and* The absence of any significant concern.
Altium Limited	ALU	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this proposal is warranted, as pay is reasonably aligned with performance and shareholder outcomes for the period under review.* The company announced it will no longer pay STI awards with all variable remuneration now tagged to its LTI plan, reflecting the long-term corporate strategy.* The LTI opportunity was achieved at 43.2 percent.* The company maintains robust shareholding guidelines for executives that enhance the alignment with shareholder interests.
Altium Limited	ALU	Australia	18/11/2021	Elect Director	Elect Samuel Weiss as Director	For	For	For	A qualified vote FOR the re-election of Chairman Samuel (Item 3) is warranted, although this is not without concern. He serves as a non-independent non-executive chairman, classified as such given his excessive tenure of 14 years, on a non-majority independent board. However, support is on the basis that there are presently only three non-executive directors and succession planning is required to be undertaken. He also serves as a non-independent member of the Audit Committee, which is majority, but not entirely independent. A vote AGAINST the re-election of Sergiy Kostynsky (Item 4) is warranted at this time to highlight corporate governance concerns for a lack of independence of the board. He serves as a non-independent executive director on a non-majority independent board. The board has two executive directors, including the Managing Director and CEO Aram Mirkazemi, and Kostynsky. Australian corporate governance standards and good market practice do not support multiple executive directors serving on a non-majority independent board.
Altium Limited	ALU	Australia	18/11/2021	Elect Director	Elect Sergiy Kostynsky as Director	For	Against	Against	A qualified vote FOR the re-election of Chairman Samuel (Item 3) is warranted, although this is not without concern. He serves as a non-independent non-executive chairman, classified as such given his excessive tenure of 14 years, on a non-majority independent board. However, support is on the basis that there are presently only three non-executive directors and succession planning is required to be undertaken. He also serves as a non-independent member of the Audit Committee, which is majority, but not entirely independent. A vote AGAINST the re-election of Sergiy Kostynsky (Item 4) is warranted at this time to highlight corporate governance concerns for a lack of independence of the board. He serves as a non-independent executive director on a non-majority independent board. The board has two executive directors, including the Managing Director and CEO Aram Mirkazemi, and Kostynsky. Australian corporate governance standards and good market practice do not support multiple executive directors serving on a non-majority independent board.
Altium Limited	ALU	Australia	18/11/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provision	For	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Altium Limited	ALU	Australia	18/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase in Non-Executive Directors' Fee Pool	For	Against	Against	A vote AGAINST this resolution is warranted.* The case has not been made in support of the significant quantum of the proposed increase being an additional 50 percent of the current fee cap.* There is sufficient headroom in the current fee cap given there are currently three NEDs, including the chairman, and total NED fees paid in FY21 amounted to \$635,000. This leaves sufficient headroom to pay an additional \$865,000 in fees, which would allow the company to take on up to four new NEDs.* Given that NED fees currently exceed the median of market cap (ASX 101-125) and selected industry peers, it would not appear that an increase in the fee cap could reasonably be required for a substantial increase in NED fees.

Altium Limited	ALU	Australia	18/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	Against	Against	A vote AGAINST this resolution is warranted. The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meeting. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders. It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until 31 March 2022. Accordingly, there appears no benefit to shareholders from approving this provision at present. Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Ameresco, Inc.	AMRC	USA	19/05/2022	Elect Director	Elect Director Douglas I. Foy	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Douglas Foy and Jennifer Miller for lack of diversity on the board. WITHHOLD votes are warranted for compensation committee members Douglas Foy and Nickolas Stavropoulos due to an unmitigated pay-for-performance misalignment for the year in review.
Ameresco, Inc.	AMRC	USA	19/05/2022	Elect Director	Elect Director Jennifer L. Miller	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Douglas Foy and Jennifer Miller for lack of diversity on the board. WITHHOLD votes are warranted for compensation committee members Douglas Foy and Nickolas Stavropoulos due to an unmitigated pay-for-performance misalignment for the year in review.
Ameresco, Inc.	AMRC	USA	19/05/2022	Elect Director	Elect Director Nickolas Stavropoulos	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Douglas Foy and Jennifer Miller for lack of diversity on the board. WITHHOLD votes are warranted for compensation committee members Douglas Foy and Nickolas Stavropoulos due to an unmitigated pay-for-performance misalignment for the year in review.
Ameresco, Inc.	AMRC	USA	19/05/2022	Ratify Auditors	Ratify RSM US LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 10.91 percent of the fees paid to the auditor are for non-audit purposes.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Thomas J. Baltimore	For	For	For	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Charlene Barshefsky	For	For	For	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director John J. Brennan	For	For	For	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Peter Chernin	For	Against	Against	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Ralph de la Vega	For	For	For	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Michael O. Leavitt	For	Against	Against	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Theodore J. Leonsis	For	Against	Against	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Karen L. Parkhill	For	For	For	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Charles E. Phillips	For	For	For	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Lynn A. Pike	For	For	For	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Stephen J. Squeri	For	For	For	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Daniel L. Vasella	For	Against	Against	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Lisa W. Wardell	For	For	For	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Elect Director	Elect Director Christopher D. Young	For	Against	Against	A vote AGAINST incumbent nominating committee members Peter Chernin, Michael Leavitt, Theodore Leonsis, Daniel Vasella and Christopher (Chris) Young is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
American Express Company	AXP	USA	03/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 3.81 percent of the fees paid to the auditor are for non-audit purposes.
American Express Company	AXP	USA	03/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, with caution. Shareholders would continue to benefit from improved disclosure under the bonus program and should continue to monitor pay outcomes in light of the large subjective component used to determine incentive pay. Nonetheless, pre-set financial goals determine the bulk of the bonus and a majority of equity awards for the 2021 performance year were subject to rigorous, multi-year performance-goals.
American Express Company	AXP	USA	03/05/2022	Require Independent Board Chairman	Require Independent Board Chair	Against	For	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Jeffrey N. Edwards	For	Against	Against	A vote AGAINST incumbent nominating committee members Jeffrey (Jeff) Edwards, Kimberly Harris, Julia Johnson, George MacKenzie and James (Jim) Stavridis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Martha Clark Goss	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey (Jeff) Edwards, Kimberly Harris, Julia Johnson, George MacKenzie and James (Jim) Stavridis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director M. Susan Hardwick	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey (Jeff) Edwards, Kimberly Harris, Julia Johnson, George MacKenzie and James (Jim) Stavridis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Kimberly J. Harris	For	Against	Against	A vote AGAINST incumbent nominating committee members Jeffrey (Jeff) Edwards, Kimberly Harris, Julia Johnson, George MacKenzie and James (Jim) Stavridis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.



American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Julia L. Johnson	For	Against	Against	A vote AGAINST incumbent nominating committee members Jeffrey (Jeff) Edwards, Kimberly Harris, Julia Johnson, George MacKenzie and James (Jim) Stavridis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Patricia L. Kampling	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey (Jeff) Edwards, Kimberly Harris, Julia Johnson, George MacKenzie and James (Jim) Stavridis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director Karl F. Kurz	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey (Jeff) Edwards, Kimberly Harris, Julia Johnson, George MacKenzie and James (Jim) Stavridis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director George MacKenzie	For	Against	Against	A vote AGAINST incumbent nominating committee members Jeffrey (Jeff) Edwards, Kimberly Harris, Julia Johnson, George MacKenzie and James (Jim) Stavridis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Elect Director	Elect Director James G. Stavridis	For	Against	Against	A vote AGAINST incumbent nominating committee members Jeffrey (Jeff) Edwards, Kimberly Harris, Julia Johnson, George MacKenzie and James (Jim) Stavridis is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Ratify Auditors	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
American Water Works Company, Inc.	AWK	USA	11/05/2022		Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 10.14 percent of the fees paid to the auditor are for non-audit purposes.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Report on Climate Change	Report on Medium and Long-Term Greenhouse Gas Targets Aligned with Paris Agreement - Withdrawn				This proposal has been withdrawn.
American Water Works Company, Inc.	AWK	USA	11/05/2022	Racial Equity and/or Civil Rights Audit	Report on Third-Party Racial Equity Audit	Against	For	For	A vote FOR this proposal is warranted, as an independent racial equity justice audit would help shareholders better assess the effectiveness of American Water's efforts to address racial inequity.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director James M. Cracchiolo	For	For	For	A vote AGAINST incumbent nominating committee members Robert Sharpe Jr., Amy DiGeso and W. Edward Walter III is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Dianne Neal Blixt	For	For	For	A vote AGAINST incumbent nominating committee members Robert Sharpe Jr., Amy DiGeso and W. Edward Walter III is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Amy DiGeso	For	Against	Against	A vote AGAINST incumbent nominating committee members Robert Sharpe Jr., Amy DiGeso and W. Edward Walter III is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Lon R. Greenberg	For	For	For	A vote AGAINST incumbent nominating committee members Robert Sharpe Jr., Amy DiGeso and W. Edward Walter III is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Robert F. Sharpe, Jr.	For	Against	Against	A vote AGAINST incumbent nominating committee members Robert Sharpe Jr., Amy DiGeso and W. Edward Walter III is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Brian T. Shea	For	For	For	A vote AGAINST incumbent nominating committee members Robert Sharpe Jr., Amy DiGeso and W. Edward Walter III is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director W. Edward Walter, III	For	Against	Against	A vote AGAINST incumbent nominating committee members Robert Sharpe Jr., Amy DiGeso and W. Edward Walter III is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Elect Director	Elect Director Christopher J. Williams	For	For	For	A vote AGAINST incumbent nominating committee members Robert Sharpe Jr., Amy DiGeso and W. Edward Walter III is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay outcomes were ultimately aligned with performance for the year in review. However, shareholders would benefit from improved disclosure for a portion of the scorecard used to determine the annual cash incentive and shareholders should continue to monitor pay outcomes in light of the degree to which discretion may ultimately influence awards.
Ameriprise Financial, Inc.	AMP	USA	27/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 5.07 percent of the fees paid to the auditor are for non-audit purposes.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Wanda M. Austin	For	For	For	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Robert A. Bradway	For	For	For	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Brian J. Druker	For	For	For	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Robert A. Eckert	For	Against	Against	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Greg C. Garland	For	Against	Against	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Charles M. Holley, Jr.	For	Against	Against	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director S. Omar Ishrak	For	For	For	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Tyler Jacks	For	For	For	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Ellen J. Kullman	For	Against	Against	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Amy E. Miles	For	Against	Against	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director Ronald D. Sugar	For	Against	Against	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Elect Director	Elect Director R. Sanders Williams	For	Against	Against	A vote AGAINST incumbent nominating committee members Robert (Bob) Eckert, Greg Garland, Charles Holley Jr., Ellen Kullman, Amy Miles, Ronald (Ron) Sugar and R. Sanders Williams is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Amgen Inc.	AMGN	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were largely determined by pre-set financial metrics. In addition, half of long-term incentives were performance-based, measured over a multi-year performance period.

Amgen Inc.	AMGN	USA	17/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Ansell Limited	ANN	Australia	11/11/2021	Elect Director	Elect John Bevan as Director	For	For	For	A vote FOR the re-election of the Chairman, John Bevan, is warranted as no material issues have been identified regarding his nomination in respect of board and committee composition, nor any wider corporate governance issues. Qualified support FOR the election of Morten Falkenberg is warranted given he will join the board after the AGM on 11 November 2021. However, he will be classified as overboarded and shareholders may seek to confirm with the chairman that Falkenberg is reducing his commitments in the near term.
Ansell Limited	ANN	Australia	11/11/2021	Elect Director	Elect Morten Falkenberg as Director	For	For	For	A vote FOR the re-election of the Chairman, John Bevan, is warranted as no material issues have been identified regarding his nomination in respect of board and committee composition, nor any wider corporate governance issues. Qualified support FOR the election of Morten Falkenberg is warranted given he will join the board after the AGM on 11 November 2021. However, he will be classified as overboarded and shareholders may seek to confirm with the chairman that Falkenberg is reducing his commitments in the near term.
Ansell Limited	ANN	Australia	11/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	For	For	A vote FOR the adoption of the amended constitution is warranted as no material concerns have been identified and the amendments are not contentious. The amendments include proportional takeover provisions which warrant support on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Ansell Limited	ANN	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of Performance Share Rights to Magnus Nicolin	For	For	For	A qualified vote FOR the grant of performance share right to the retiring CEO (Item 4) is warranted given it has been adjusted on a pro-rata basis for the time that he will serve. The qualification is to highlight the vest practice in the market for retiring CEO's is that LTI grants are typically withdrawn. A qualified vote FOR the grant of performance share rights to the new CEO (Item 5) is warranted due to concerns that the quantum of the award is well above the median for market cap and Australian industry peers and vesting is determined on absolute internal hurdles with no relative or objective market-based measures. The structure of the grant of performance share rights is similar to prior year grants with two absolute performance measures (EPS and revenue growth) and a ROCE gateway of 12.5 percent. The vesting scale is challenging, re-testing is not allowed, and the allocation is based on face value rather than a discounted fair value.
Ansell Limited	ANN	Australia	11/11/2021	Approve Share Plan Grant	Approve Grant of Performance Share Rights to Neil Salmon	For	For	For	A qualified vote FOR the grant of performance share right to the retiring CEO (Item 4) is warranted given it has been adjusted on a pro-rata basis for the time that he will serve. The qualification is to highlight the vest practice in the market for retiring CEO's is that LTI grants are typically withdrawn. A qualified vote FOR the grant of performance share rights to the new CEO (Item 5) is warranted due to concerns that the quantum of the award is well above the median for market cap and Australian industry peers and vesting is determined on absolute internal hurdles with no relative or objective market-based measures. The structure of the grant of performance share rights is similar to prior year grants with two absolute performance measures (EPS and revenue growth) and a ROCE gateway of 12.5 percent. The vesting scale is challenging, re-testing is not allowed, and the allocation is based on face value rather than a discounted fair value.
Ansell Limited	ANN	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR the remuneration report is warranted. It is acknowledged that the company has taken steps to moderate concerning executive remuneration arrangement in the past as follows: "The Board exercised discretion to reduce STI and LTI awards due to the impact of COVID-19 pandemic on the company's sales and profit results in FY21," Disclosure of STI targets is clear and concise and allows shareholder to independently evaluate the rigor of targets and bonus outcomes against them," A high weighting is allocated to financial measures in the STI award," The maximum STI award opportunity will reduce in FY22 for the new CEO to better align with market," Deferral of STI awards will be set at 50 percent of the award from FY22 to align with market, and" The new CEO appointed in FY22 will have a lower fixed remuneration and incentive structure to better align with market. The qualification is mainly to the excessive nature of the departing CEO's remuneration being well above the market medians as highlighted by the high concern in quantitative Pay for Performance analysis in the multiple of peer median.
Anthem, Inc.	ANTM	USA	18/05/2022	Elect Director	Elect Director Susan D. DeVore	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Anthem, Inc.	ANTM	USA	18/05/2022	Elect Director	Elect Director Bahija Jallal	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Anthem, Inc.	ANTM	USA	18/05/2022	Elect Director	Elect Director Ryan M. Schneider	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Anthem, Inc.	ANTM	USA	18/05/2022	Elect Director	Elect Director Elizabeth E. Tallett	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Anthem, Inc.	ANTM	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay remains conditioned on objective financial performance metrics.
Anthem, Inc.	ANTM	USA	18/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 3.55 percent of the fees paid to the auditor are for non-audit purposes.
Anthem, Inc.	ANTM	USA	18/05/2022	Change Company Name	Change Company Name to Elevance Health, Inc.	For	For	For	A vote FOR this proposal is warranted given that it is unlikely that the name change would have a negative financial impact on the company.
Anthem, Inc.	ANTM	USA	18/05/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit	Against	For	For	A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and ventures. In addition, it would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
Appen Limited	APX	Australia	27/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted. No material disconnect between pay and performance and shareholder outcomes is identified for the period under review. " The CEO's fixed remuneration is unchanged from the prior year and consistent with peers. " There were nil STI bonuses to Australian-based executives, although one US-based executive continued to receive a lesser bonus. " There was no LTI vesting given that the underlying EPS target of 20 percent growth was not met. The company has responded to shareholders with changes to the remuneration structure to be implemented from January 2022 in response to the "first strike" at the 2021 AGM. The changes address concerns regarding the historical LTI structure, namely: " Annual performance periods which are short of at least three years expected by shareholders as the minimum performance period for LTIs to align with longer term shareholder interests; and " Re-testing.
Appen Limited	APX	Australia	27/05/2022	Elect Director	Elect Richard Freudenstein as Director	For	For	For	A vote AGAINST incumbent nominee Vanessa Liu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Appen Limited	APX	Australia	27/05/2022	Elect Director	Elect Stuart Davis as Director	For	For	For	A vote AGAINST incumbent nominee Vanessa Liu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Appen Limited	APX	Australia	27/05/2022	Elect Director	Elect Vanessa Liu as Director	For	Against	Against	A vote AGAINST incumbent nominee Vanessa Liu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Appen Limited	APX	Australia	27/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Mark Brayan	For	For	For	A vote FOR the grant of performance rights to the Managing Director and CEO Mark Brayan is warranted. A number of positive changes have been implemented in the FY22 LTI, after the 'first strike' against the remuneration report at the 2021 AGM, including " Introduction of a second performance measure, no re-testing and testing only at the end of the three-year performance period. " The three-year performance period is in line with the minimum accepted market practice for LTIs. " A graduated vesting scale has been implemented, replacing board discretion to vest rights when performance is between threshold and maximum. " Formalised malus and clawback provisions have now been added to the LTI plan
Appen Limited	APX	Australia	27/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	For	For	A vote FOR the approval of the amendments to the company's Constitution is warranted. The proposed amendments are not contentious and mostly administrative in nature and the company has provided a proposed new Constitution for reference.

Appen Limited	APX	Australia	27/05/2022	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provision	For	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Appen Limited	APX	Australia	27/05/2022	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	Against	A vote AGAINST this resolution is warranted. The company has taken steps to address shareholder concerns after the 'first strike' at the 2021 AGM and disclosed that following a review of their remuneration policies, the Remuneration and People Committee will be implementing significant changes in FY22. No material concerns are observed in the 2021 Remuneration Report and no other material issues are noted.
Apple Inc.	AAPL	USA	04/03/2022	Labor Issues - Discrimination and Miscellaneous	Report on Concealment Clauses	Against	For	For	A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Apple's employees may bring information to light that could result in improved recruitment, development and retention and could help the company prepare for pending federal legislation on the matter.
Apple Inc.	AAPL	USA	04/03/2022	Elect Director	Elect Director James Bell	For	For	For	Votes AGAINST incumbent nominating committee members Al Gore, Andrea Jung, and Sue Wagner are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
Apple Inc.	AAPL	USA	04/03/2022	Elect Director	Elect Director Tim Cook	For	For	For	Votes AGAINST incumbent nominating committee members Al Gore, Andrea Jung, and Sue Wagner are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
Apple Inc.	AAPL	USA	04/03/2022	Elect Director	Elect Director Al Gore	For	Against	Against	Votes AGAINST incumbent nominating committee members Al Gore, Andrea Jung, and Sue Wagner are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
Apple Inc.	AAPL	USA	04/03/2022	Elect Director	Elect Director Alex Gorsky	For	For	For	Votes AGAINST incumbent nominating committee members Al Gore, Andrea Jung, and Sue Wagner are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
Apple Inc.	AAPL	USA	04/03/2022	Elect Director	Elect Director Andrea Jung	For	Against	Against	Votes AGAINST incumbent nominating committee members Al Gore, Andrea Jung, and Sue Wagner are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
Apple Inc.	AAPL	USA	04/03/2022	Elect Director	Elect Director Art Levinson	For	For	For	Votes AGAINST incumbent nominating committee members Al Gore, Andrea Jung, and Sue Wagner are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
Apple Inc.	AAPL	USA	04/03/2022	Elect Director	Elect Director Monica Lozano	For	For	For	Votes AGAINST incumbent nominating committee members Al Gore, Andrea Jung, and Sue Wagner are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
Apple Inc.	AAPL	USA	04/03/2022	Elect Director	Elect Director Ron Sugar	For	For	For	Votes AGAINST incumbent nominating committee members Al Gore, Andrea Jung, and Sue Wagner are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
Apple Inc.	AAPL	USA	04/03/2022	Elect Director	Elect Director Sue Wagner	For	Against	Against	Votes AGAINST incumbent nominating committee members Al Gore, Andrea Jung, and Sue Wagner are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted at this time.
Apple Inc.	AAPL	USA	04/03/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 18.85 percent of the fees paid to the auditor are for non-audit purposes.
Apple Inc.	AAPL	USA	04/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted, due to concerns around equity award design and pay magnitude. While the CEO's FY21 equity award marks his first LTI award since his mega award 10 years ago, half of the \$75 million award is purely time-based, and the award would continue to vest in full in the event of his retirement. Further, the company does not disclose that the award is intended to cover multiple years of future awards, despite its large size, and CEO Cook received another sizable grant of equity after the end of the fiscal year. In addition, notwithstanding that Apple is the largest company in its peer group, other NEOs consistently receive equity awards with values that approach the median total CEO pay of peers, and CEO Cook's relatively high base salary contributes to significant STI payout opportunities.
Apple Inc.	AAPL	USA	04/03/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Apple Inc.	AAPL	USA	04/03/2022	Company-Specific--Governance-Related	Amend Articles of Incorporation to become a Social Purpose Corporation	Against	For	For	A vote FOR this proposal is warranted as it would further strengthen the company's commitment on its environmental and social goals.
Apple Inc.	AAPL	USA	04/03/2022	Company-Specific -- Shareholder Miscellaneous	Approve Revision of Transparency Reports	Against	For	For	A vote FOR this proposal is warranted, as additional information regarding the company's policies and processes regarding freedom of expression and access to information would help shareholders gauge the company's management of related reputational risk.
Apple Inc.	AAPL	USA	04/03/2022	Improve Human Rights Standards or Policies	Report on Forced Labor	Against	For	For	A vote FOR this proposal is warranted, as increased transparency on Apple's supply chain policies and processes could help alleviate growing risks related to manufacturing in certain regions.
Apple Inc.	AAPL	USA	04/03/2022	Gender Pay Gap	Report on Median Gender/Racial Pay Gap	Against	For	For	A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.
Apple Inc.	AAPL	USA	04/03/2022	Racial Equity and/or Civil Rights Audit	Report on Civil Rights Audit	Against	For	For	A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Apple's efforts to address the issue of any inequality in its workforce and its management of related risks.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Rani Borkar	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Judy Bruner	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Xun (Eric) Chen	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Aart J. de Geus	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Gary E. Dickerson	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Thomas J. Iannotti	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Alexander A. Karsner	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Adrianna C. Ma	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Yvonne McGill	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Elect Director	Elect Director Scott A. McGregor	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 1.49 percent of the fees paid to the auditor are for non-audit purposes.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Applied Materials, Inc.	AMAT	USA	10/03/2022	Company-Specific-- Compensation-Related	Improve Executive Compensation Program and Policy	Against	For	For	A vote FOR this resolution is warranted. Inclusion of CEO pay ratio and voices from employees as a guiding principle of executive compensation could allow for more informed and contextual assessments by investors as to whether the company's executive compensation practices are reasonable and fair and aligned with shareholders' long-term interests.
Aptiv Plc	APTV	Jersey	27/04/2022	Elect Director	Elect Director Kevin P. Clark	For	For	For	A vote AGAINST incumbent nominating committee members Paul Meister, Merit Janow, and Sean Mahoney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Aptiv Plc	APTV	Jersey	27/04/2022	Elect Director	Elect Director Richard L. Clemmer	For	For	For	A vote AGAINST incumbent nominating committee members Paul Meister, Merit Janow, and Sean Mahoney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.

Aptiv Plc	APTV	Jersey	27/04/2022	Elect Director	Elect Director Nancy E. Cooper	For	For	For	A vote AGAINST incumbent nominating committee members Paul Meister, Merit Janow, and Sean Mahoney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Aptiv Plc	APTV	Jersey	27/04/2022	Elect Director	Elect Director Joseph L. Hooley	For	For	For	A vote AGAINST incumbent nominating committee members Paul Meister, Merit Janow, and Sean Mahoney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Aptiv Plc	APTV	Jersey	27/04/2022	Elect Director	Elect Director Merit E. Janow	For	Against	Against	A vote AGAINST incumbent nominating committee members Paul Meister, Merit Janow, and Sean Mahoney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Aptiv Plc	APTV	Jersey	27/04/2022	Elect Director	Elect Director Sean O. Mahoney	For	Against	Against	A vote AGAINST incumbent nominating committee members Paul Meister, Merit Janow, and Sean Mahoney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Aptiv Plc	APTV	Jersey	27/04/2022	Elect Director	Elect Director Paul M. Meister	For	Against	Against	A vote AGAINST incumbent nominating committee members Paul Meister, Merit Janow, and Sean Mahoney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Aptiv Plc	APTV	Jersey	27/04/2022	Elect Director	Elect Director Robert K. Ortberg	For	For	For	A vote AGAINST incumbent nominating committee members Paul Meister, Merit Janow, and Sean Mahoney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Aptiv Plc	APTV	Jersey	27/04/2022	Elect Director	Elect Director Colin J. Parris	For	For	For	A vote AGAINST incumbent nominating committee members Paul Meister, Merit Janow, and Sean Mahoney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Aptiv Plc	APTV	Jersey	27/04/2022	Elect Director	Elect Director Ana G. Pinczuk	For	For	For	A vote AGAINST incumbent nominating committee members Paul Meister, Merit Janow, and Sean Mahoney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Aptiv Plc	APTV	Jersey	27/04/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this item is warranted because only 15.89 percent of the fees paid to the auditor are for non-audit purposes.
Aptiv Plc	APTV	Jersey	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time and the committee demonstrated adequate responsiveness to last year's low say-on-pay vote result.
argenx SE	ARGX	Netherlands	10/05/2022	Open Meeting	Open Meeting				No vote is required for this item.
argenx SE	ARGX	Netherlands	10/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Association	For	For	For	A vote FOR is warranted as the proposed amendments to the articles mainly relate to aligning the articles of associations with current Dutch law.
argenx SE	ARGX	Netherlands	10/05/2022	Ratify Auditors	Ratify Deloitte Accountants B.V. as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
argenx SE	ARGX	Netherlands	10/05/2022	Receive Financial Statements and Statutory Reports (Non-Advisory Vote to Ratify Named Executive Officers' Compensation	Receive Report of Management Board (Non-Voting)				No vote is required for this item.
argenx SE	ARGX	Netherlands	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST is warranted because: * Non-disclosure of thresholds, targets, actuals and payout for the performance metrics in the STIP * Non-executives received stock options which are considered to be a form of performance based remuneration. * Insufficient response to significant dissent on last year's remuneration report * The LTI plan lacks disclosure. There is no disclosure on how the boards set the award level under the option and RSU grant, whereas we overall raise some concerns with the overall level of the package relative to peers.
argenx SE	ARGX	Netherlands	10/05/2022	Receive Financial Statements and Statutory Reports (Non-Accept Financial Statements and Statutory Reports	Discuss Annual Report for FY 2021				No vote is required for this item.
argenx SE	ARGX	Netherlands	10/05/2022	Discuss/Approve Company's Corporate Governance Structure/Statement	Adopt Financial Statements and Statutory Reports	For	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
argenx SE	ARGX	Netherlands	10/05/2022	Approve Allocation of Income and Dividends	Discussion on Company's Corporate Governance Structure				This is a non-voting item.
argenx SE	ARGX	Netherlands	10/05/2022	Approve Discharge of Board and President	Approve Allocation of Losses to the Retained Earnings of the Company	For	For	For	A vote FOR the company's proposal to not pay any dividend over the fiscal year under review is warranted because not paying dividends is in the interest of the financial health of the company.
argenx SE	ARGX	Netherlands	10/05/2022	Elect Director	Approve Discharge of Directors	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.
argenx SE	ARGX	Netherlands	10/05/2022		Reelect Tim Van Hauwermeiren as Executive Director	For	For	For	A vote FOR Tim Van Hauwermeiren, James (Jim) Daly, and Werner Lanthaler is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates. A vote AGAINST the election of Peter Verhaeghe is warranted because the board composition does not comply with the legal requirements on gender diversity.
argenx SE	ARGX	Netherlands	10/05/2022	Elect Director	Reelect Peter K.M. Verhaeghe as Non-Executive Director	For	Against	Against	A vote FOR Tim Van Hauwermeiren, James (Jim) Daly, and Werner Lanthaler is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates. A vote AGAINST the election of Peter Verhaeghe is warranted because the board composition does not comply with the legal requirements on gender diversity.
argenx SE	ARGX	Netherlands	10/05/2022	Elect Director	Reelect James Michael Daly as Non-Executive Director	For	For	For	A vote FOR Tim Van Hauwermeiren, James (Jim) Daly, and Werner Lanthaler is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates. A vote AGAINST the election of Peter Verhaeghe is warranted because the board composition does not comply with the legal requirements on gender diversity.
argenx SE	ARGX	Netherlands	10/05/2022	Elect Director	Reelect Werner Lanthaler as Non-Executive Director	For	For	For	A vote FOR Tim Van Hauwermeiren, James (Jim) Daly, and Werner Lanthaler is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates. A vote AGAINST the election of Peter Verhaeghe is warranted because the board composition does not comply with the legal requirements on gender diversity.
argenx SE	ARGX	Netherlands	10/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Tanya Fratto as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Paul Walker, Angus Cockburn, Jill Easterbrook, Tanya Fratto, Lucinda Riches and John Ruth are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Lindsley Ruth as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Paul Walker, Angus Cockburn, Jill Easterbrook, Tanya Fratto, Lucinda Riches and John Ruth are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Jill Easterbrook as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Paul Walker, Angus Cockburn, Jill Easterbrook, Tanya Fratto, Lucinda Riches and John Ruth are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Authorize Board to Fix Remuneration of External	Authorise Board to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.

Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Restricted Stock Plan	Approve Long-Term Incentive Plan	For	Against	Against	A vote AGAINST this item is considered warranted:* The plan will be utilised in order to grant significantly sized awards to EDs.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST this item is considered warranted:* The CFO received a significant salary increase, which brings his salary above median for FTSE 100 companies. This will accompany significant variable pay award opportunities in FY2022, due to a larger LTIP award, and a once-off Strategic Plan award grant following the AGM.* Bonus award target-setting for FY2021 can accommodate further stretch, and is justified with limited rationale.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Remuneration Policy	Approve Remuneration Policy	For	Against	Against	A vote AGAINST this item is considered warranted:* The new LTIP will have a higher award opportunity, under which additional one-off Strategic Plan awards will be granted to EDs in FY2022. The total quantum is significant and is not supported with compelling rationale.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Paul Walker as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Paul Walker, Angus Cockburn, Jill Easterbrook, Tanya Fratto, Lucinda Riches and John Ruth are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Brendan Horgan as Director	For	For	For	Votes AGAINST incumbent Nominating Committee members Paul Walker, Angus Cockburn, Jill Easterbrook, Tanya Fratto, Lucinda Riches and John Ruth are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Michael Pratt as Director	For	For	For	Votes AGAINST incumbent Nominating Committee members Paul Walker, Angus Cockburn, Jill Easterbrook, Tanya Fratto, Lucinda Riches and John Ruth are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Angus Cockburn as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Paul Walker, Angus Cockburn, Jill Easterbrook, Tanya Fratto, Lucinda Riches and John Ruth are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ashtead Group Plc	AHT	United Kingdom	16/09/2021	Elect Director	Re-elect Lucinda Riches as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Paul Walker, Angus Cockburn, Jill Easterbrook, Tanya Fratto, Lucinda Riches and John Ruth are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
ASM International NV	ASM	Netherlands	29/09/2021	Open Meeting	Open Meeting				No vote is required for this item.
ASM International NV	ASM	Netherlands	29/09/2021	Elect Supervisory Board Member	Elect Pauline van der Meer Mohr to Supervisory Board	For	For	For	A vote FOR these elections is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.
ASM International NV	ASM	Netherlands	29/09/2021	Elect Supervisory Board Member	Elect Adalio Sanchez to Supervisory Board	For	For	For	A vote FOR these elections is warranted because:* The nominees are elected for a period not exceeding four years;* The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates.
ASM International NV	ASM	Netherlands	29/09/2021	Close Meeting	Close Meeting				No vote is required for this item.
ASM International NV	ASM	Netherlands	16/05/2022	Open Meeting	Open Meeting				No vote is required for this item.
ASM International NV	ASM	Netherlands	16/05/2022	Approve Remuneration Policy	Adopt Remuneration Policy for Supervisory Board	For	For	For	A vote FOR is warranted as the proposed supervisory board remuneration is not considered excessive.
ASM International NV	ASM	Netherlands	16/05/2022	Elect Supervisory Board Member	Reelect M.J.C. de Jong to Supervisory Board	For	For	For	A vote FOR the proposed nominee is warranted.
ASM International NV	ASM	Netherlands	16/05/2022	Ratify Auditors	Ratify KPMG Accountants N.V. as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
ASM International NV	ASM	Netherlands	16/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASM International NV	ASM	Netherlands	16/05/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASM International NV	ASM	Netherlands	16/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorisation would allow ASM International to repurchase up to 10.00 percent of the issued share capital; and * The authorisation would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
ASM International NV	ASM	Netherlands	16/05/2022	Transact Other Business (Non-Voting)	Other Business (Non-Voting)				No vote is required for this item.
ASM International NV	ASM	Netherlands	16/05/2022	Close Meeting	Close Meeting				No vote is required for this item.
ASM International NV	ASM	Netherlands	16/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Management Board (Non-Voting)				No vote is required for this item.
ASM International NV	ASM	Netherlands	16/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR is warranted as the proposed remuneration report is broadly aligned with market practice and no concerns were identified with regard to pay practices. However, this is not without concern for the company not providing full disclosure on retrospective target and according target achievement under the STI.
ASM International NV	ASM	Netherlands	16/05/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
ASM International NV	ASM	Netherlands	16/05/2022	Approve Dividends	Approve Dividends of EUR 2.50 Per Share	For	For	For	A vote FOR the dividend proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.
ASM International NV	ASM	Netherlands	16/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.

ASM International NV	ASM	Netherlands	16/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ASM International NV	ASM	Netherlands	16/05/2022	Approve Remuneration Policy	Adopt Remuneration Policy for Management Board	For	For	For	A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice. The proposed changes are mainly related to the election of US based CTO Hichem M'Saad as new member of the management board (item 9).
ASM International NV	ASM	Netherlands	16/05/2022	Approve Executive Appointment	Elect Hichem M'Saad to Management Board	For	For	For	A vote FOR this election is warranted because: * The nominee is elected for a term not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.
ASML Holding NV	ASML	Netherlands	29/04/2022	Open Meeting	Open Meeting				No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Ratify Auditors	Ratify Deloitte Accountants B.V. as Auditors for the Reporting Year 2025				This item was withdrawn by the board following the April 1, 2022, announcement.
ASML Holding NV	ASML	Netherlands	29/04/2022	Amend Articles/Bylaws/Charter Non-Routine	Amend Articles of Association	For	For	For	A vote FOR is warranted. The amendments to the articles mainly relate to legislative changes and do not affect shareholder value.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASML Holding NV	ASML	Netherlands	29/04/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASML Holding NV	ASML	Netherlands	29/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorisation would allow ASML Holding to repurchase up to 10.00 percent of the issued share capital; and * The authorisation would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Reduction in Share Capital	Authorize Cancellation of Repurchased Shares	For	For	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
ASML Holding NV	ASML	Netherlands	29/04/2022	Transact Other Business (Non-Voting)	Other Business (Non-Voting)				No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Close Meeting	Close Meeting				No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Miscellaneous Proposal: Company-Specific	Discuss the Company's Business, Financial Situation and Sustainability				No vote is required for this item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR is warranted because the remuneration report is broadly in line with market practice and no problematic pay practices are identified, whereas pay is aligned with company performance.
ASML Holding NV	ASML	Netherlands	29/04/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
ASML Holding NV	ASML	Netherlands	29/04/2022	Miscellaneous Proposal: Company-Specific	Receive Explanation on Company's Reserves and Dividend Policy				This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Dividends	Approve Dividends of EUR 5.50 Per Share	For	For	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Share Plan Grant	Approve Number of Shares for Management Board	For	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Remuneration Policy	Amend Remuneration Policy for Management Board	For	For	For	A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice. Although we note the significant increase in the at-target pay package, this concern is somewhat mitigated by the fact that the company last performed a benchmark exercise in 2017 and since then has grown significantly whereas the proposed pay appears in line with updated peers.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Executive Appointment	Announce Intention to Reappoint P.T.F.M. Wennink to Management Board				This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Executive Appointment	Announce Intention to Reappoint M.A. van den Brink to Management Board				This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Executive Appointment	Announce Intention to Reappoint F.J.M. Schneider-Maunoury to Management Board				This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Executive Appointment	Announce Intention to Reappoint C.D. Fouquet to Management Board				This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Approve Executive Appointment	Announce Intention to Reappoint R.J.M. Dassen to Management Board				This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Announce Vacancies on the Board	Announce Vacancies on the Supervisory Board				This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Company Specific--Board-Related	Opportunity to Make Recommendations				This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Company Specific--Board-Related	Announce Recommendation to Reappoint T.L. Kelly and Appoint A.F.M. Everke and A.L. Steegen as Members of the Supervisory Board				This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Elect Supervisory Board Member	Reelect T.L. Kelly to Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
ASML Holding NV	ASML	Netherlands	29/04/2022	Elect Supervisory Board Member	Elect A.F.M. Everke to Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
ASML Holding NV	ASML	Netherlands	29/04/2022	Elect Supervisory Board Member	Elect A.L. Steegen to Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.

ASML Holding NV	ASML	Netherlands	29/04/2022	Company Specific--Board-Related	Discuss Composition of the Supervisory Board				This is a non-voting item.
ASML Holding NV	ASML	Netherlands	29/04/2022	Ratify Auditors	Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	These items warrant a vote FOR due to a lack of concern regarding the accounts presented or audit procedures used.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Approve Restricted Stock Plan	Approve Share Plan for Generali Group Employees	For	For	For	A vote FOR this item is warranted because the key terms of the proposed equity plan are not problematic.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Approve Equity Plan Financing	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Share Plan for Generali Group Employees	For	For	For	A vote FOR this item is warranted because the key terms of the proposed equity plan are not problematic.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Fix Number of Directors and/or Auditors	Approve Board Proposal to Fix the Board Size at 13	For	For	For	Vote FOR as a board size at 13 appears to be more aligned with current practices and there is no compelling reason to increase the board size beyond what is proposed by the board.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Change Size of Board of Directors	Approve VM 2006 Proposal to Fix the Board Size at 15	None	Against	Against	Vote AGAINST as a board size at 13 (Item 12.1) appears to be more aligned with current practices and there is no compelling reason to increase the board size beyond what is proposed by the board.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Elect Directors (Bundled)	Slate 1 Submitted by Board of Directors	For	For	For	This resolution warrants a vote FOR because: * Shareholders can support only one slate. * This board election is contentious. * Supporting the board slate might ensure management continuity. * There is not a compelling case that change is warranted at Generali and the dissent will appoint at least three board members, which is deemed sufficient at this time.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Elect Supervisory Board Members (Bundled)	Slate 2 Submitted by VM 2006 Srl	None	Against	Against	This resolution warrants a vote AGAINST because: * Shareholders can support only one slate. * This board election is contentious. * Supporting the board slate might ensure management continuity. * There is not a compelling case that change is warranted at Generali and the dissent will appoint at least three board members, which is deemed sufficient at this time.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Elect Supervisory Board Members (Bundled)	Slate 3 Submitted by Institutional Investors (Assogestioni)	None	Against	Against	Vote AGAINST this slate is warranted because: * Shareholders can only support one slate * Considering the proxy fight between Slate 1 and Slate 2, it is important for investors to choose the Slate that will appoint the majority of the board, including its Chair and future CEO. Hence, a vote for the minority slate is not warranted in this case. Institutional investors who have contributed to present this slate may want to make sure that they support this slate in order to prevent possible allegations of link with the other slate.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Approve Remuneration of Directors and/or Committee	Approve Board Fees Proposed by the Board	For	For	For	This item warrants a vote FOR because the company has disclosed the proposed non-variable director remuneration, and no concerns have been noticed.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Company-Specific Board-Related	Approve Board Fees Proposed by VM 2006	None	Against	Against	Vote AGAINST as the proposal to reduce board fees has not been supported by a compelling rationale and there is no evidence of excessive directors' remuneration at Generali.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income	For	For	For	These items warrant a vote FOR due to a lack of concern regarding the accounts presented or audit procedures used.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Amend Articles/Charter to Reflect Changes in Capital	Amend Company Bylaws Re: Article 9.1	For	For	For	The proposal warrants a vote FOR because this is an uncontroversial request.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	For	This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of outstanding issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected. * The proposed cancellation of treasury shares could potentially increase the value of each share and shares' profitability.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	For	For	For	This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of outstanding issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected. * The proposed cancellation of treasury shares could potentially increase the value of each share and shares' profitability.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice. The CEO remuneration package remains under close scrutiny due to the risk of excessive compensation.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Second Section of the Remuneration Report	For	For	For	This item warrants a vote FOR because the 2021 compensation practices of the company are well described and do not contravene good market standards.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Approve Restricted Stock Plan	Approve Group Long Term Incentive Plan	For	For	For	These items warrant a vote FOR because: * Dilution is reasonable relative to market practice. * The vesting and performance period is no less than three years. * Performance targets are disclosed, and the performance conditions are overall deemed sufficiently challenging.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Approve Equity Plan Financing	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	For	For	For	These items warrant a vote FOR because: * Dilution is reasonable relative to market practice. * The vesting and performance period is no less than three years. * Performance targets are disclosed, and the performance conditions are overall deemed sufficiently challenging.
Assicurazioni Generali SpA	G	Italy	27/04/2022	Deliberations on Possible Legal Action Against Directors/(Internal) Auditors	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	Against	This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Yasukawa, Kenji	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Okamura, Naoki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Sekiyama, Mamoru	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Kawabe, Hiroshi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Tanaka, Takashi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director Sakurai, Eriko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director and Audit Committee Member Yoshimitsu, Toru	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director and Audit Committee Member Takahashi, Raita	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Astellas Pharma, Inc.	4503	Japan	20/06/2022	Elect Director	Elect Director and Audit Committee Member Nakayama, Mika	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.

AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Qualified Employee Stock Purchase Plan	Approve Savings Related Share Option Scheme	For	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Dividends	Approve Dividends	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 10.3 percent of the total fees paid to the auditor are for non-audit purposes.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Authorize Board to Fix Remuneration of External	Authorise Board to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because only 10.3 percent of the total fees paid to the auditor are for non-audit purposes.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Leif Johansson as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Pascal Soriot as Director	For	For	For	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Elect Aradhana Sarin as Director	For	For	For	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Philip Broadley as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Euan Ashley as Director	For	For	For	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Michel Demare as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Deborah DiSanzo as Director	For	For	For	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Diana Layfield as Director	For	For	For	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Sheri McCoy as Director	For	For	For	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Tony Mok as Director	For	For	For	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Nazneen Rahman as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Elect Andreas Rummelt as Director	For	For	For	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Elect Director	Re-elect Marcus Wallenberg as Director	For	For	For	A vote AGAINST incumbent nomination committee members Leif Johansson, Philip Broadley, Michel Demare and Sabera Rahman is warranted for lack of diversity on the board. Concerns are raised with respect to the re-election of Marcus Wallenberg because of the number of external mandates he holds. However, it is noted that these mandates are inter-connected, as opposed to discrete roles. A vote FOR the remaining director nominees is warranted at this time.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted although it is not without concern because: The new CFO, Aradhana Sarin, received a one-off payment, divided equally between cash and shares, of GBP 2.015m on appointment. The award presents several issues: * The quantum is significant; * No performance conditions are attached; and * Its retentive characteristics are weak, as it requires only eighteen months in employment. However, the CFO was employed by Alexin prior to its acquisition by AstraZeneca. Under the terms of her contract, a change-in control could trigger a significant payment, if re-location were required, regardless of whether employment was severed. In this context, the payment, while a concern, does not warrant a vote against the remuneration report. There are no other significant concerns.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.



AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
AstraZeneca Plc	AZN	United Kingdom	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
ASX Limited	ASX	Australia	29/09/2021	Elect Director	Elect Yasmin Allen as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Heather Ridout are warranted for lack of diversity on the board. A vote FOR the re-election of Yasmin Allen is warranted as no material issues have been identified regarding her nomination in respect of board and committee composition, nor any wider corporate governance issues. A qualified vote FOR the re-election of Peter Marriott (Item 3b) is warranted.* He is classified as non-independent due to his term exceeding 12 years.* The company has stated that if re-elected this will be his last term. While no material governance concerns have been identified in relation to Marriott's directorship at ASX, concerns are observed regarding governance failures identified at Westpac Banking Corporation when Marriott chaired that company's Audit Committee.
ASX Limited	ASX	Australia	29/09/2021	Elect Director	Elect Heather Ridout as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Heather Ridout are warranted for lack of diversity on the board. A vote FOR the re-election of Yasmin Allen is warranted as no material issues have been identified regarding her nomination in respect of board and committee composition, nor any wider corporate governance issues. A qualified vote FOR the re-election of Peter Marriott (Item 3b) is warranted.* He is classified as non-independent due to his term exceeding 12 years.* The company has stated that if re-elected this will be his last term. While no material governance concerns have been identified in relation to Marriott's directorship at ASX, concerns are observed regarding governance failures identified at Westpac Banking Corporation when Marriott chaired that company's Audit Committee.
ASX Limited	ASX	Australia	29/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted.* No material misalignment between pay and performance and shareholder outcomes has been observed for the period under review.* The remuneration structure is broadly in line with market and shareholder expectations, and remuneration outcomes are in line with the median of similar sized companies in the ASX 26-50.* The FY21 STI bonuses were reduced to 80 percent of target to reflect lower financial outcomes and the disruptive impact of the market outage during the year.* One-half the LTI vested based on relative TSR, while there was lower than threshold EPS growth over the four-year performance period. Persisting concerns are raised regarding the absence of adequate transparency and poor disclosure of the STI performance targets. This is inconsistent with good governance expected by shareholders and the better governance practices observed in similarly large ASX-listed entities.
ASX Limited	ASX	Australia	29/09/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Dominic Stevens	For	For	For	A vote FOR this item is warranted because the terms of the proposed equity grant to CEO Dominic Stevens is not problematic and in line with market and improved shareholder interests. The terms of the grant are consistent with prior years with a 4 year performance period and performance assessed against relative TSR and EPS CAGR.
Aussie Broadband Limited	ABB	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	None	For	For	A vote FOR the adoption of the remuneration report is warranted.
Aussie Broadband Limited	ABB	Australia	28/10/2021	Elect Director	Elect John Reisinger as Director	For	Against	Against	Item 2A vote AGAINST the reelection of John Reisinger is warranted because he is one of two executive directors on a board that is not majority independent. Australian governance standards do not support multiple executive directors serving on a non-majority independent board. Item 3A vote AGAINST the reelection of Patrick Greene is warranted given that his presence contributes to the board being not majority independent. He is the sole shareholder representative of Panama Trial (which owns 6.38 percent of the company's shares), but with a disproportionate representation on the board (i.e., 16.67 percent). A vote AGAINST incumbent Nominating Committee member Patrick Greene is further warranted for lack of diversity on the board.
Aussie Broadband Limited	ABB	Australia	28/10/2021	Elect Director	Elect Patrick Greene as Director	For	Against	Against	Item 2A vote AGAINST the reelection of John Reisinger is warranted because he is one of two executive directors on a board that is not majority independent. Australian governance standards do not support multiple executive directors serving on a non-majority independent board. Item 3A vote AGAINST the reelection of Patrick Greene is warranted given that his presence contributes to the board being not majority independent. He is the sole shareholder representative of Panama Trial (which owns 6.38 percent of the company's shares), but with a disproportionate representation on the board (i.e., 16.67 percent). A vote AGAINST incumbent Nominating Committee member Patrick Greene is further warranted for lack of diversity on the board.
Aussie Broadband Limited	ABB	Australia	28/10/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Grant of NED Rights to Non-Executive Directors under the Non-Executive Director Fee Sacrifice Plan	For	For	For	A vote FOR this resolution is warranted.
Aussie Broadband Limited	ABB	Australia	28/10/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Termination Benefits	For	For	For	A vote FOR this resolution is warranted.
Aussie Broadband Limited	ABB	Australia	28/10/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares	For	For	For	A qualified vote FOR this resolution is warranted because:* The company provided a compelling rationale for the Placement, with the proceeds to be primarily used to support growth initiatives for the company's business. The success of these undertakings may potentially create shareholder value in the future.* Existing shareholders were given the opportunity to participate in the capital raising via the SPP, which somehow mitigates the dilutive impact of the Placement.* The discount associated with the issue price is not excessive. Nevertheless, shareholders may be concerned with the substantial dilutive impact of the Placement (i.e., 14.97 percent as at Sept. 14, 2021).
Australian Ethical Investment Limited	AEF	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted, as pay is reasonably aligned with company performance and shareholder outcomes for the year under review.* There is an absence of sufficient disclosure in the STI scorecard, however, STI outcomes do not raise concerns compared with the robust financial results for FY21.* The LTI is appropriately structured in line with shareholder interests and measured over a three-year performance period based on CAGR EPS hurdles.
Australian Ethical Investment Limited	AEF	Australia	28/10/2021	Elect Director	Elect Mara Bun as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Mara Bun and Michael Monaghan are warranted for lack of diversity on the board.
Australian Ethical Investment Limited	AEF	Australia	28/10/2021	Elect Director	Elect Michael Monaghan as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Mara Bun and Michael Monaghan are warranted for lack of diversity on the board.
Australian Ethical Investment Limited	AEF	Australia	28/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Aggregate Fee Pool	For	For	For	A qualified vote FOR this resolution is warranted. A substantial increase in the fee cap is requested. Whilst some shareholders may consider the proposed fee cap increase to be excessive, the headroom under the current fee cap is insufficient to appoint an additional director for board refreshment and board succession purposes. Further, concerns are somewhat mitigated by the fact that the chair's fees are below the median of ASX 226-250 and ISS-selected peers while non-executive director fees are in line with both sets of peer groups.
Australian Pharmaceutical Industries Limited	API	Australia	20/01/2022	Elect Director	Elect George Tambassis as Director	For	For	For	A vote FOR the election of George Tambassis is warranted.

Australian Pharmaceutical Industries Limited	API	Australia	20/01/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Richard Vincent	For	Against	Against	A vote AGAINST the grant of performance rights to the CEO is warranted.* Persisting issues identified in prior years remain unaddressed.* There is persisting non-disclosure of the ROE and EPS growth performance targets;* The board has absolute discretion to vary performance hurdles during the performance period;* There continues to be provision for dividends on unvested shares;* The change of control provision allows for automatic waiving of performance conditions, being especially problematic given the Wesfarmers and Woolworths bids would result in a near terms change in control and accelerated vesting of this FY22 LTI grant;* Discounting of the valuation of the performance rights to a value in July 2021 and not at the prevailing value of the company's shares; and* The 'false choice' has the impact of diminishing shareholder rights, given that if this resolution is not approved, disclosure indicates that it is intended that payment of the LTI will be by way of cash.
Australian Pharmaceutical Industries Limited	API	Australia	17/03/2022	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by WFM Investments Pty Ltd	For	For	For	A vote FOR the proposed transaction is warranted.* The offer represents an attractive premium of approximately 35 percent to the unaffected price on 9 July 2021;* The offer is well above recent trading prices (excluding the period that Woolworths' non-binding offer was on the table) and the company's shares have not been higher since December 2018.* The all-cash consideration represents certainty of value;* The offer is within the valuation range estimated by the Independent Expert;* The offer is unanimously supported by the board in the absence of a Superior Proposal;* The market reaction post-announcement indicates broad acceptance of the transaction; and* There have been no superior offers emerging since Woolworths withdrew its non-binding offer in January 2022.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Andrew Anagnost	For	For	For	A vote AGAINST incumbent nominating committee members Stacy Smith and Lorrie Norrington is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Karen Blasing	For	For	For	A vote AGAINST incumbent nominating committee members Stacy Smith and Lorrie Norrington is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Reid French	For	For	For	A vote AGAINST incumbent nominating committee members Stacy Smith and Lorrie Norrington is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Ayanna Howard	For	For	For	A vote AGAINST incumbent nominating committee members Stacy Smith and Lorrie Norrington is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Blake Irving	For	For	For	A vote AGAINST incumbent nominating committee members Stacy Smith and Lorrie Norrington is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Mary T. McDowell	For	For	For	A vote AGAINST incumbent nominating committee members Stacy Smith and Lorrie Norrington is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Stephen Milligan	For	For	For	A vote AGAINST incumbent nominating committee members Stacy Smith and Lorrie Norrington is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Lorrie M. Norrington	For	Against	Against	A vote AGAINST incumbent nominating committee members Stacy Smith and Lorrie Norrington is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Betsy Rafael	For	For	For	A vote AGAINST incumbent nominating committee members Stacy Smith and Lorrie Norrington is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Autodesk, Inc.	ADSK	USA	16/06/2022	Elect Director	Elect Director Stacy J. Smith	For	Against	Against	A vote AGAINST incumbent nominating committee members Stacy Smith and Lorrie Norrington is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Autodesk, Inc.	ADSK	USA	16/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 4.44 percent of the fees paid to the auditor are for non-audit purposes.
Autodesk, Inc.	ADSK	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are entirely based on financial metrics. A majority of long-term equity awards are performance-based and measured over multi-year periods.
Autodesk, Inc.	ADSK	USA	16/06/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Peter Bisson	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Richard T. Clark	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Linnie M. Haynesworth	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director John P. Jones	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Francine S. Katsoudas	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Nazzic S. Keene	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Thomas J. Lynch	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Scott F. Powers	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director William J. Ready	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Carlos A. Rodriguez	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Elect Director	Elect Director Sandra S. Wijnberg	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following:.* A majority of equity awards to the CEO are not tied to performance-contingent pay elements;* High CEO pay relative to company performance compared to the company's peers.* Concerns are also raised by the company's significant reduction in incentive target goals, as a majority of these targets were set well below the prior year's achievements, in some cases to negative levels. The structure of the annual incentive programs also raises concerns, as strategic goals comprise a significant portion of the award and specific strategic targets and achievements remain undisclosed.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 13.20 percent of the fees paid to the auditor are for non-audit purposes.
Automatic Data Processing, Inc.	ADP	USA	10/11/2021	Company-Specific Board-Related	Report on Workforce Engagement in Governance	Against	For	For	A vote FOR this proposal is warranted as shareholders would benefit from more information about how a non-management employee representative director may enable more robust oversight of issues related to the company's workforce and their concerns.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Glyn F. Aeppel	For	Against	Against	A vote AGAINST incumbent nominating committee members W. Edward Walter III, Glyn Aeppel, Terry Brown and Susan Swanezy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Terry S. Brown	For	Against	Against	A vote AGAINST incumbent nominating committee members W. Edward Walter III, Glyn Aeppel, Terry Brown and Susan Swanezy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Ronald L. Havner, Jr.	For	For	For	A vote AGAINST incumbent nominating committee members W. Edward Walter III, Glyn Aeppel, Terry Brown and Susan Swanezy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Christopher B. Howard	For	For	For	A vote AGAINST incumbent nominating committee members W. Edward Walter III, Glyn Aeppel, Terry Brown and Susan Swanezy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.

AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Nnenna Lynch	For	For	For	A vote AGAINST incumbent nominating committee members W. Edward Walter III, Glyn Aeppel, Terry Brown and Susan Swanezy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Timothy J. Naughton	For	For	For	A vote AGAINST incumbent nominating committee members W. Edward Walter III, Glyn Aeppel, Terry Brown and Susan Swanezy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Benjamin W. Schall	For	For	For	A vote AGAINST incumbent nominating committee members W. Edward Walter III, Glyn Aeppel, Terry Brown and Susan Swanezy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director Susan Swanezy	For	Against	Against	A vote AGAINST incumbent nominating committee members W. Edward Walter III, Glyn Aeppel, Terry Brown and Susan Swanezy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Elect Director	Elect Director W. Edward Walter	For	Against	Against	A vote AGAINST incumbent nominating committee members W. Edward Walter III, Glyn Aeppel, Terry Brown and Susan Swanezy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
AvalonBay Communities, Inc.	AVB	USA	19/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 20.06 percent of the fees paid to the auditor are for non-audit purposes.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Bradley A. Alford	For	Against	Against	A vote AGAINST incumbent nominating committee members Patrick Siewert, Bradley (Brad) Alford, Anthony Anderson and Julia Stewart is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Anthony K. Anderson	For	Against	Against	A vote AGAINST incumbent nominating committee members Patrick Siewert, Bradley (Brad) Alford, Anthony Anderson and Julia Stewart is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Mitchell R. Butier	For	For	For	A vote AGAINST incumbent nominating committee members Patrick Siewert, Bradley (Brad) Alford, Anthony Anderson and Julia Stewart is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Ken C. Hicks	For	For	For	A vote AGAINST incumbent nominating committee members Patrick Siewert, Bradley (Brad) Alford, Anthony Anderson and Julia Stewart is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Andres A. Lopez	For	For	For	A vote AGAINST incumbent nominating committee members Patrick Siewert, Bradley (Brad) Alford, Anthony Anderson and Julia Stewart is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Patrick T. Siewert	For	Against	Against	A vote AGAINST incumbent nominating committee members Patrick Siewert, Bradley (Brad) Alford, Anthony Anderson and Julia Stewart is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Julia A. Stewart	For	Against	Against	A vote AGAINST incumbent nominating committee members Patrick Siewert, Bradley (Brad) Alford, Anthony Anderson and Julia Stewart is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Elect Director	Elect Director Martha N. Sullivan	For	For	For	A vote AGAINST incumbent nominating committee members Patrick Siewert, Bradley (Brad) Alford, Anthony Anderson and Julia Stewart is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Avery Dennison Corporation	AVY	USA	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Ratify Auditors	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.
Avery Dennison Corporation	AVY	USA	28/04/2022			For	For	For	A vote FOR this item is warranted because only 12.60 percent of the fees paid to the auditor are for non-audit purposes.
Aviva Plc	AV	United Kingdom	09/05/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	For	A vote FOR this resolution is warranted as the proposed changes to the Articles of Association are considered routine for the purposes of the proposed issuance of B Shares.
Aviva Plc	AV	United Kingdom	09/05/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Approve Issue of B Shares	For	For	For	A vote FOR this item is considered warranted, as no material concerns have been identified.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve Reverse Stock Split	Approve Share Consolidation	For	For	For	A vote FOR this item is considered warranted, as no material concerns have been identified.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Relation to an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	For	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Solvency II (SII) Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	For	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Solvency II (SII) Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Aviva Plc	AV	United Kingdom	09/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Aviva Plc	AV	United Kingdom	09/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.

Aviva Plc	AV	United Kingdom	09/05/2022	Elect Director	Re-elect Patrick Flynn as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville and Michael Mire is warranted for lack of diversity on the board. A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Social Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review. Votes FOR the remaining nominees are warranted at this time.
Aviva Plc	AV	United Kingdom	09/05/2022	Elect Director	Re-elect Mohit Joshi as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville and Michael Mire is warranted for lack of diversity on the board. A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Social Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review. Votes FOR the remaining nominees are warranted at this time.
Aviva Plc	AV	United Kingdom	09/05/2022	Elect Director	Re-elect Pippa Lambert as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville and Michael Mire is warranted for lack of diversity on the board. A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Social Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review. Votes FOR the remaining nominees are warranted at this time.
Aviva Plc	AV	United Kingdom	09/05/2022	Elect Director	Re-elect Jim McConville as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville and Michael Mire is warranted for lack of diversity on the board. A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Social Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review. Votes FOR the remaining nominees are warranted at this time.
Aviva Plc	AV	United Kingdom	09/05/2022	Elect Director	Re-elect Michael Mire as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville and Michael Mire is warranted for lack of diversity on the board. A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Social Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review. Votes FOR the remaining nominees are warranted at this time.
Aviva Plc	AV	United Kingdom	09/05/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers as Auditors	For	For	For	A vote FOR this item is warranted because only 7.4 percent of the total fees paid to the auditor are for non-audit purposes.
Aviva Plc	AV	United Kingdom	09/05/2022	Authorize Board to Fix Remuneration of External Auditors	Authorise Board to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because only 7.4 percent of the total fees paid to the auditor are for non-audit purposes.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	09/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this item is considered warranted, although it is not without concern for shareholders: " The CEO's LTIP opportunity is being increased from 300% to 350% of salary. The main reasons for support are: " The increased award opportunity of 350% of salary is still within the LTIP policy limit. " The Company's rationale for the increased award opportunity is acknowledged. " The performance targets for the ensuing year's LTIP have incorporated additional stretch applied to acknowledge the increased opportunity.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	For	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: " If the Company were to issue Solvency II (SII) Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: " Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and " The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve/Amend Conversion of Securities	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	For	For	For	A vote FOR these resolutions is warranted, although this is not without concern for shareholders: " If the Company were to issue Solvency II (SII) Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: " Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and " The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.
Aviva Plc	AV	United Kingdom	09/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.

Aviva Plc	AV	United Kingdom	09/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of 8 3/4 % Preference Shares	For	For	For	A vote FOR these resolutions is warranted because the Company is requesting such authorities to retain flexibility to manage its capital effectively and the Directors have stated that they have no current intention to re-purchase these instruments.
Aviva Plc	AV	United Kingdom	09/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of 8 3/8 % Preference Shares	For	For	For	A vote FOR these resolutions is warranted because the Company is requesting such authorities to retain flexibility to manage its capital effectively and the Directors have stated that they have no current intention to re-purchase these instruments.
Aviva Plc	AV	United Kingdom	09/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Aviva Plc	AV	United Kingdom	09/05/2022	Management Climate-Related Proposal	Approve Climate-Related Financial Disclosure	For	For	For	A vote FOR this resolution is warranted as: " The Company's continuation to put forward its climate-related disclosures for an advisory shareholder vote on an annual basis is in line with the Say on Climate campaign call for annual votes. This ensures that shareholders are provided a recurring say on what is a rapidly developing area. " This year's CFRD is accompanied by a Transition Plan and it provides shareholders a greater overview of the Company's forward-looking plans on climate. " The Company is committed to net zero by 2040, covering all aspects of their business. This means that Aviva's target exceed its commitments under the UN Net Zero Asset Owner Alliance to transition investment portfolios to net zero by 2050. " The disclosures outlined by the Company include clear targets for various climate and environmental measures while the governance structure for addressing and dealing with the climate-related topics appears to be fairly transparent and robust, and climate is considered across the Company's pay structure. " Aviva has joined several initiatives that are working toward transparent reporting standards and sets out its approach to climate engagement and its key requests.
Aviva Plc	AV	United Kingdom	09/05/2022	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Aviva Plc	AV	United Kingdom	09/05/2022	Elect Director	Elect Andrea Blance as Director	For	For	For	A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville and Michael Mire is warranted for lack of diversity on the board. A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Social Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review. Votes FOR the remaining nominees are warranted at this time.
Aviva Plc	AV	United Kingdom	09/05/2022	Elect Director	Elect Shonaid Jemmett-Page as Director	For	For	For	A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville and Michael Mire is warranted for lack of diversity on the board. A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Social Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review. Votes FOR the remaining nominees are warranted at this time.
Aviva Plc	AV	United Kingdom	09/05/2022	Elect Director	Elect Martin Strobel as Director	For	For	For	A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville and Michael Mire is warranted for lack of diversity on the board. A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Social Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review. Votes FOR the remaining nominees are warranted at this time.
Aviva Plc	AV	United Kingdom	09/05/2022	Elect Director	Re-elect Amanda Blanc as Director	For	For	For	A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville and Michael Mire is warranted for lack of diversity on the board. A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Social Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review. Votes FOR the remaining nominees are warranted at this time.
Aviva Plc	AV	United Kingdom	09/05/2022	Elect Director	Re-elect George Culmer as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Mark Culmer, Patrick Flynn, Mohit Joshi, Philippa (Pippa) Lambert, James (Jim) McConville and Michael Mire is warranted for lack of diversity on the board. A vote FOR the election of Shonaid Jemmett-Page is warranted, although it is not without concern for shareholders: " In addition to her NED position at the Company, she is the Board Chair of two publicly listed companies, and a NED at two other publicly listed companies. On strict application of the Social Advisory Services Policy, her mandates are considered to be overboarded. These responsibilities imply a significant set of time commitments which may compromise her ability to commit sufficient time to her role at the Company. The main reasons for support are: " Upon sharing a draft of this report, the Company disclosed that she will be stepping down from Caledonia Investments Plc on 31 May 2022. Such disclosure by the Company is positively noted. Future changes to her external board appointments will be kept under review. Votes FOR the remaining nominees are warranted at this time.
AXA SA	CS	France	28/04/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
AXA SA	CS	France	28/04/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For	A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.
AXA SA	CS	France	28/04/2022	Elect Director	Reelect Thomas Buberl as Director	For	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 12-14 & 16). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 64.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 78.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 & 15).

AXA SA	CS	France	28/04/2022	Elect Director	Reelect Rachel Duan as Director	For	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 12-14 & 16). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 64.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 78.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 & 15).
AXA SA	CS	France	28/04/2022	Elect Director	Reelect Andre Francois-Poncet as Director	For	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 12-14 & 16). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 64.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 78.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 & 15).
AXA SA	CS	France	28/04/2022	Elect Director	Ratify Appointment of Clotilde Delbos as Director	For	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 12-14 & 16). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 64.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 78.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 & 15).
AXA SA	CS	France	28/04/2022	Elect Director	Elect Gerald Harlin as Director	For	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 12-14 & 16). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 64.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 78.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 & 15).
AXA SA	CS	France	28/04/2022	Elect Director	Elect Rachel Picard as Director	For	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 12-14 & 16). Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 64.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 78.6 percent vs 50 percent recommended) and the absence of specific concerns (Items 11 & 15).
AXA SA	CS	France	28/04/2022	Ratify Auditors	Appoint Ernst & Young Audit as Auditor	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
AXA SA	CS	France	28/04/2022	Ratify Alternate Auditor	Appoint Picarle et Associes as Alternate Auditor	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
AXA SA	CS	France	28/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.1 Million	For	For	For	A vote FOR is warranted since the proposed amount remains in line with French market practices.
AXA SA	CS	France	28/04/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
AXA SA	CS	France	28/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	Such share buyback programs merit a vote FOR.
AXA SA	CS	France	28/04/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.
AXA SA	CS	France	28/04/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	For	For	For	Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.
AXA SA	CS	France	28/04/2022	Approve Restricted Stock Plan	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	For	For	For	A vote FOR this authorisation is warranted as it does not raise concerns.
AXA SA	CS	France	28/04/2022	Approve Restricted Stock Plan	Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution	For	For	For	A vote FOR this authorisation is warranted as it does not raise concerns.
AXA SA	CS	France	28/04/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	A vote FOR this item is warranted as such share capital reductions are favourable to shareholders.
AXA SA	CS	France	28/04/2022	Amend Articles Board-Related	Amend Article 10 of Bylaws Re: Directors Length of Term	For	For	For	Votes FOR the proposed amendments are warranted as they are not contentious.
AXA SA	CS	France	28/04/2022	Amend Corporate Purpose	Amend Article 3 of Bylaws Re: Corporate Purpose	For	For	For	Votes FOR the proposed amendments are warranted as they are not contentious.
AXA SA	CS	France	28/04/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
AXA SA	CS	France	28/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.54 per Share	For	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
AXA SA	CS	France	28/04/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
AXA SA	CS	France	28/04/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Compensation of Denis Duverne, Chairman of the Board	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
AXA SA	CS	France	28/04/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO	For	Against	Against	A vote AGAINST the proposed remuneration policy is warranted because: * The rationale supporting the increase of the pay package is not compelling; * Even if improved, the level of transparency on the bonus individual performance criteria still lies below best market standards; and * The policy maintains the possibility of a post-mandate vesting of awards, with no information on the application of a pro-rata principle.
AXA SA	CS	France	28/04/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
AXA SA	CS	France	28/04/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Azbil Corp.	6845	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 30	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Azbil Corp.	6845	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Adopt Board Structure with Three Committees - Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors - Amend Provisions on Director Titles - Authorize Board to Determine Income Allocation	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Sone, Hirozumi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Sato, Fumitoshi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Yoshikawa, Shigeaki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Miura, Tomoyasu	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Yamamoto, Kiyohiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Yokota, Takayuki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Katsuta, Hisaya	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Ito, Takeshi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Fujiso, Waka	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Nagahama, Mitsuhiro	For	For	For	A vote FOR this nominee is warranted because: * The affiliated outsider's presence on the board cannot be regarded detrimental when the board is majority independent.
Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Anne Ka Tse Hung	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Azbil Corp.	6845	Japan	23/06/2022	Elect Director	Elect Director Sakuma, Minoru	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Badger Meter, Inc.	BMI	USA	29/04/2022	Elect Director	Elect Director Todd A. Adams	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Gale Klappa, Tessa Myers and James Stern for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Badger Meter, Inc.	BMI	USA	29/04/2022	Elect Director	Elect Director Kenneth C. Bockhorst	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Gale Klappa, Tessa Myers and James Stern for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Badger Meter, Inc.	BMI	USA	29/04/2022	Elect Director	Elect Director Henry F. Brooks	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Gale Klappa, Tessa Myers and James Stern for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Badger Meter, Inc.	BMI	USA	29/04/2022	Elect Director	Elect Director Melanie K. Cook	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Gale Klappa, Tessa Myers and James Stern for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Badger Meter, Inc.	BMI	USA	29/04/2022	Elect Director	Elect Director Gale E. Klappa	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Gale Klappa, Tessa Myers and James Stern for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Badger Meter, Inc.	BMI	USA	29/04/2022	Elect Director	Elect Director James W. McGill	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Gale Klappa, Tessa Myers and James Stern for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Badger Meter, Inc.	BMI	USA	29/04/2022	Elect Director	Elect Director Tessa M. Myers	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Gale Klappa, Tessa Myers and James Stern for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Badger Meter, Inc.	BMI	USA	29/04/2022	Elect Director	Elect Director James F. Stern	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Gale Klappa, Tessa Myers and James Stern for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Badger Meter, Inc.	BMI	USA	29/04/2022	Elect Director	Elect Director Glen E. Tellock	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Gale Klappa, Tessa Myers and James Stern for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Badger Meter, Inc.	BMI	USA	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.
Badger Meter, Inc.	BMI	USA	29/04/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Badger Meter, Inc.	BMI	USA	29/04/2022	Racial Equity and/or Civil Rights Audit	Report on Achieving Racial Equity on the Board of Directors	Against	For	For	A vote FOR this proposal is warranted as additional information on board diversification efforts would aid investors in understanding if the company is taking steps to ensure that women and minority candidates are included among board nominees.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Elect Director	Elect Director Kathy Bayless	For	For	For	Vote WITHHOLD for incumbent nominating committee members Douglas (Doug) Hayhurst, Duy-Loan Le and Janet Woodruff for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Elect Director	Elect Director Douglas P. Hayhurst	For	Withhold	Withhold	Vote WITHHOLD for incumbent nominating committee members Douglas (Doug) Hayhurst, Duy-Loan Le and Janet Woodruff for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Elect Director	Elect Director Kui (Kevin) Jiang	For	For	For	Vote WITHHOLD for incumbent nominating committee members Douglas (Doug) Hayhurst, Duy-Loan Le and Janet Woodruff for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Elect Director	Elect Director Duy-Loan Le	For	Withhold	Withhold	Vote WITHHOLD for incumbent nominating committee members Douglas (Doug) Hayhurst, Duy-Loan Le and Janet Woodruff for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Elect Director	Elect Director Randy MacEwen	For	For	For	Vote WITHHOLD for incumbent nominating committee members Douglas (Doug) Hayhurst, Duy-Loan Le and Janet Woodruff for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Elect Director	Elect Director Hubertus M. Muehlhaeuser	For	For	For	Vote WITHHOLD for incumbent nominating committee members Douglas (Doug) Hayhurst, Duy-Loan Le and Janet Woodruff for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Elect Director	Elect Director Marty Neese	For	For	For	Vote WITHHOLD for incumbent nominating committee members Douglas (Doug) Hayhurst, Duy-Loan Le and Janet Woodruff for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Elect Director	Elect Director James Roche	For	For	For	Vote WITHHOLD for incumbent nominating committee members Douglas (Doug) Hayhurst, Duy-Loan Le and Janet Woodruff for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Elect Director	Elect Director Shaojun (Sherman) Sun	For	For	For	Vote WITHHOLD for incumbent nominating committee members Douglas (Doug) Hayhurst, Duy-Loan Le and Janet Woodruff for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Elect Director	Elect Director Janet Woodruff	For	Withhold	Withhold	Vote WITHHOLD for incumbent nominating committee members Douglas (Doug) Hayhurst, Duy-Loan Le and Janet Woodruff for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve KPMG LLP Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this item is warranted because none of the total audit fees paid to the auditor are attributable to non-audit fees.
Ballard Power Systems Inc.	BLDP	Canada	08/06/2022	Amend Quorum Requirements	Amend Quorum Requirements	For	For	For	Vote FOR the amendment as it will bring the quorum requirement for shareholders' meetings to an acceptable level.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 188	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Amend Articles to: (Japan)	Amend Articles to Change Company Name - Adopt Board Structure with Audit Committee - Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director Kawaguchi, Masaru	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director Shimada, Toshio	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director Asako, Yuji	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director Momoi, Nobuhiko	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director Miyakawa, Yasuo	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director Takenaka, Kazuhiro	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.

BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director Asanuma, Makoto	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director Kawasaki, Hiroshi	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director Otsu, Shuji	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director Kawana, Koichi	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director and Audit Committee Member Nagaïke, Masataka	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director and Audit Committee Member Shinoda, Toru	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director and Audit Committee Member Kuwabara, Satoko	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Elect Director	Elect Director and Audit Committee Member Komiya, Takayuki	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	For	A vote FOR this proposal is warranted because: * The proposal reflects the company's adoption of a board with an audit committee, which appears beneficial to shareholders.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Approve Increase in Aggregate Compensation Ceiling for Statutory Auditors	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For	For	A vote FOR this proposal is warranted because: * The proposal reflects the company's adoption of a board with an audit committee, which appears beneficial to shareholders.
BANDAI NAMCO Holdings, Inc.	7832	Japan	20/06/2022	Approve Restricted Stock Plan	Approve Performance Share Plan	For	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Bank of Queensland Ltd.	BOQ	Australia	07/12/2021	Elect Director	Elect Mickie Rosen as Director	For	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Bank of Queensland Ltd.	BOQ	Australia	07/12/2021	Elect Director	Elect Deborah Kiers as Director	For	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Bank of Queensland Ltd.	BOQ	Australia	07/12/2021	Elect Director	Elect Jennifer Fagg as Director	For	For	For	A vote FOR all nominees is warranted as no material corporate governance issues have been identified.
Bank of Queensland Ltd.	BOQ	Australia	07/12/2021	Approve Share Plan Grant	Approve Grant of Performance Shares and Premium Priced Options to George Frazis	For	For	For	A vote FOR the grant of performance shares and premium priced options to the CEO is warranted.* These represent the short-term and long-term components of the CEO's variable remuneration, delivered in the form of equity grants at values that are in line with market.* Vesting is subject to financial and non-financial measures and in the case of options there is an absolute share price hurdle.* The awards have appropriate performance periods and trading restrictions consistent with regulatory requirements for remuneration of banking executives and corporate governance expectations of shareholders in the Australian market. However, shareholder concerns include:* Shareholders are being requested to give upfront approval for a maximum grant of performance shares, where the performance and ultimate vesting will be assessed at the end of the FY22. No rationale has been provided why approval is sought in advance, given that such advance approval represents a material deviate from widely accepted market practice in this market where companies assess performance and make their STI grants at the completion of the performance period.* The is no disclosure of any specific and quantified performance measures for the performance shares, which limits shareholder transparency of the award, especially given that the company is asking shareholder approval for grants in respect of which limited information is provided.
Bank of Queensland Ltd.	BOQ	Australia	07/12/2021	Approve Omnibus Stock Plan	Approve BOQ Equity Incentive Plan	For	For	For	A vote FOR this resolution is warranted as no material corporate governance issues with respect to the EIP have been observed.
Bank of Queensland Ltd.	BOQ	Australia	07/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted. No material disconnect between pay and performance and shareholder outcomes has been observed in the quantitative pay for performance analysis. However, some shareholder concerns include:* Inferior and poor disclosure in the FY21 STI, given and absence of disclosure of specific and quantified targets measures which prevents shareholders from independently assessing the rigor of targets, performance, and bonuses,* Proposed fixed remuneration and director fee increases are high and well above general salary inflation, and* The company has not adopted a minimum shareholding requirement for senior executives.
Bank of Queensland Ltd.	BOQ	Australia	07/12/2021	Ratify Auditors	Appoint PricewaterhouseCoopers as Auditor of the Company	For	For	For	Qualified support FOR the appointment of PricewaterhouseCoopers as the company's auditor is warranted. The current auditor, KPMG, has been in the role for over 30 years and a new auditor is considered by the board to be appropriate.The qualification is warranted to raise concerns in media report regarding PwC's audit processes and staffing. A PwC spokesperson stated that steps have been taken to address these issues.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)				This is a non-voting item.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 5.80 per Ordinary Share and EUR 5.82 per Preferred Share	For	For	For	A vote FOR this resolution is warranted.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	For	A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that the board has not fulfilled its fiduciary duties and because none of the current management board members were on the management board itself during the time of the misconduct noted below. However, a vote AGAINST the discharge of the supervisory board (Item 4) is considered warranted because: * On July 8, 2021, the European Commission found the German automakers (including BMW) guilty of collusion regarding restricting competition in emissions cleaning for new diesel passenger cars between 2009 and 2014. * Concerns are raised with respect to the fact that a culture existed within this company which led to collusion on technical matters with the other major German car manufacturers to the detriment of the company and its shareholders, as well as stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen. * Due to the symbolic nature of the discharge vote in Germany and the historical nature of the antitrust case, and because the discharge resolution is currently bundled, which does not allow shareholders to target individuals who may have been involved in failures of due diligence from 2009 until 2014.



Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	Against	Against	A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that the board has not fulfilled its fiduciary duties and because none of the current management board members were on the management board itself during the time of the misconduct noted below. However, a vote AGAINST the discharge of the supervisory board (Item 4) is considered warranted because: * On July 8, 2021, the European Commission found the German automakers (including BMW) guilty of collusion regarding restricting competition in emissions cleaning for new diesel passenger cars between 2009 and 2014. * Concerns are raised with respect to the fact that a culture existed within this company which led to collusion on technical matters with the other major German car manufacturers to the detriment of the company and its shareholders, as well as stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen. * Due to the symbolic nature of the discharge vote in Germany and the historical nature of the antitrust case, and because the discharge resolution is currently bundled, which does not allow shareholders to target individuals who may have been involved in failures of due diligence from 2009 until 2014.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Elect Supervisory Board Member	Elect Heinrich Hiesinger to the Supervisory Board	For	For	For	Votes FOR the proposed nominee are warranted at this time.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices and disclosures are in line with, and exceed in many respects, market practice.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	For	A vote FOR the proposed share repurchase program is warranted.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Approve Affiliation Agreements with Subsidiaries	Approve Affiliation Agreement with Bavaria Wirtschaftagentur GmbH	For	For	For	Votes FOR these proposals are warranted.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Approve Affiliation Agreements with Subsidiaries	Approve Affiliation Agreement with BMW Anlagen Verwaltungs GmbH	For	For	For	Votes FOR these proposals are warranted.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Approve Affiliation Agreements with Subsidiaries	Approve Affiliation Agreement with BMW Bank GmbH	For	For	For	Votes FOR these proposals are warranted.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Approve Affiliation Agreements with Subsidiaries	Approve Affiliation Agreement with BMW Fahrzeugtechnik GmbH	For	For	For	Votes FOR these proposals are warranted.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Approve Affiliation Agreements with Subsidiaries	Approve Affiliation Agreement with BMW INTEC Beteiligungs GmbH	For	For	For	Votes FOR these proposals are warranted.
Bayerische Motoren Werke AG	BMW	Germany	11/05/2022	Approve Affiliation Agreements with Subsidiaries	Approve Affiliation Agreement with BMW M GmbH	For	For	For	Votes FOR these proposals are warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Catherine M. Burzik	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Claire Pomeroy	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Timothy M. Ring	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Bertram L. Scott	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Carrie L. Byington	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director R. Andrew Eckert	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Claire M. Fraser	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Jeffrey W. Henderson	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Christopher Jones	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Marshall O. Larsen	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director David F. Melcher	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Elect Director	Elect Director Thomas E. Polen	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 4.92 percent of the fees paid to the auditor are for non-audit purposes.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, with caution, as the committee demonstrated adequate responsiveness to shareholder concerns following last year's low say-on-pay vote result. Shareholders' primary concern related to the granting of supplemental awards to certain employees, not including the CEO, to address the lost value of previously granted performance shares. In response, the committee states that it will only consider making similar awards under exceptional circumstances after first consulting with its larger shareholders. However, it remains unclear from this disclosure what may be considered as an exceptional circumstance, or how frequently the committee would consider making one-time awards, and continued close monitoring of equity grant practices is warranted.
Becton, Dickinson and Company	BDX	USA	25/01/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.
Bega Cheese Limited	BGA	Australia	26/10/2021	Elect Director	Elect Harper Kilpatrick as Director	For	For	For	Votes AGAINST incumbent Nominating Committee members Richard (Rick) Cross and Raelene Murphy are warranted for lack of diversity on the board. A vote AGAINST the re-election of Barry Irvin. He is an executive chairman, which is not consistent with local market governance standards for the separation of the stewardship role of the chairman and executive responsibilities. However, the primary reason for this recommendation is to highlight material concerns for excessive non-audit fees which exceed audit fees, and some shareholders may be concerned for the impact on auditor independence. A vote FOR the election of Harper Kilpatrick is warranted at this time.

Bega Cheese Limited	BGA	Australia	26/10/2021	Elect Director	Elect Barry Irvin as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Richard (Rick) Cross and Raelene Murphy are warranted for lack of diversity on the board. A vote AGAINST the re-election of Barry Irvin. He is an executive chairman, which is not consistent with local market governance standards for the separation of the stewardship role of the chairman and executive responsibilities. However, the primary reason for this recommendation is to highlight material concerns for excessive non-audit fees which exceed audit fees, and some shareholders may be concerned for the impact on auditor independence. A vote FOR the election of Harper Kilpatrick is warranted at this time.
Bega Cheese Limited	BGA	Australia	26/10/2021	Elect Director	Elect Raelene Murphy as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Richard (Rick) Cross and Raelene Murphy are warranted for lack of diversity on the board. A vote AGAINST the re-election of Barry Irvin. He is an executive chairman, which is not consistent with local market governance standards for the separation of the stewardship role of the chairman and executive responsibilities. However, the primary reason for this recommendation is to highlight material concerns for excessive non-audit fees which exceed audit fees, and some shareholders may be concerned for the impact on auditor independence. A vote FOR the election of Harper Kilpatrick is warranted at this time.
Bega Cheese Limited	BGA	Australia	26/10/2021	Elect Director	Elect Richard Cross as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Richard (Rick) Cross and Raelene Murphy are warranted for lack of diversity on the board. A vote AGAINST the re-election of Barry Irvin. He is an executive chairman, which is not consistent with local market governance standards for the separation of the stewardship role of the chairman and executive responsibilities. However, the primary reason for this recommendation is to highlight material concerns for excessive non-audit fees which exceed audit fees, and some shareholders may be concerned for the impact on auditor independence. A vote FOR the election of Harper Kilpatrick is warranted at this time.
Bega Cheese Limited	BGA	Australia	26/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	None	For	For	A qualified vote FOR the increase in the maximum aggregate NED remuneration cap is warranted. The company discloses that the proposed increase is sought to allow for the appointment of additional directors as part of board refreshment and to pass an increase in individual NED fees, noting that NED fees are not presently excessive or problematic. The qualification is to highlight concerns that the level of increase is high.
Bega Cheese Limited	BGA	Australia	26/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	Against	Against	A vote AGAINST this resolution is warranted.* The proposed new constitution includes wording that explicitly states that the company may conduct meetings by using virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present.* Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Bendigo and Adelaide Bank Limited	BEN	Australia	09/11/2021	Elect Director	Elect Vicki Carter as Director	For	Against	Against	A vote AGAINST incumbent nomination committee member/chair Vicki Carter is warranted for lack of diversity on the board. A vote FOR Richard Deutsch is warranted as no material issues have been identified regarding his nomination.
Bendigo and Adelaide Bank Limited	BEN	Australia	09/11/2021	Elect Director	Elect Richard Deutsch as Director	For	For	For	A vote AGAINST incumbent nomination committee member/chair Vicki Carter is warranted for lack of diversity on the board. A vote FOR Richard Deutsch is warranted as no material issues have been identified regarding his nomination.
Bendigo and Adelaide Bank Limited	BEN	Australia	09/11/2021	Approve Share Plan Grant	Approve Issuance of Shares to Marnie Baker	For	For	For	A vote FOR the grant of long-term incentive awards is warranted.* The award replaces the previous STI and LTI structure and made in the form of loan-funded shares with a non-recourse loan and performance rights.* Vesting and performance conditions appear to be appropriately aligned with improved shareholder interests and quantum is in line with market.Concerns include the absence of clear and specific disclosure of targets for the loan-funded shares and the false choice given to shareholders should they not approve these resolutions. This compares with clear disclosure of a relative TSR performance measure for vesting of performance rights.
Bendigo and Adelaide Bank Limited	BEN	Australia	09/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Marnie Baker	For	For	For	A vote FOR the grant of long-term incentive awards is warranted.* The award replaces the previous STI and LTI structure and made in the form of loan-funded shares with a non-recourse loan and performance rights.* Vesting and performance conditions appear to be appropriately aligned with improved shareholder interests and quantum is in line with market.Concerns include the absence of clear and specific disclosure of targets for the loan-funded shares and the false choice given to shareholders should they not approve these resolutions. This compares with clear disclosure of a relative TSR performance measure for vesting of performance rights.
Bendigo and Adelaide Bank Limited	BEN	Australia	09/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Bank's Constitution	For	For	For	A vote FOR the adoption of the amended constitution, as revised on 11 October 2021, is warranted. This is a bundled resolution that includes a number of administrative, governance and legislative amendments. The company announced on 11 October 2021 that the Board determined to withdraw the proposed amendments to the Constitution relating to virtual meetings.The amendments include proportional takeover provisions which warrant support on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Elect Director	Elect Director Corie S. Barry	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Elect Director	Elect Director Lisa M. Caputo	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Elect Director	Elect Director J. Patrick Doyle	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Elect Director	Elect Director David W. Kenny	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Elect Director	Elect Director Mario J. Marte	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Elect Director	Elect Director Karen A. McLoughlin	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Elect Director	Elect Director Thomas L. "Tommy" Millner	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Elect Director	Elect Director Claudia F. Munce	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Elect Director	Elect Director Richelle P. Parham	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Elect Director	Elect Director Steven E. Rendle	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Elect Director	Elect Director Eugene A. Woods	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 3.47 percent of the fees paid to the auditor are for non-audit purposes.
Best Buy Co., Inc.	BBY	USA	09/06/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Although there are structural concerns with the LTI design, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review.

Beyond Meat, Inc.	BYND	USA	24/05/2022	Elect Director	Elect Director Ethan Brown	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominees Ethan Brown and Raymond Lane for lack of diversity on the board. WITHHOLD votes are further warranted for incumbent director nominees Ethan Brown and Raymond Lane due to the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR Colleen Jay is warranted at this time.
Beyond Meat, Inc.	BYND	USA	24/05/2022	Elect Director	Elect Director Colleen Jay	For	For	For	WITHHOLD votes are warranted for incumbent nominees Ethan Brown and Raymond Lane for lack of diversity on the board. WITHHOLD votes are further warranted for incumbent director nominees Ethan Brown and Raymond Lane due to the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR Colleen Jay is warranted at this time.
Beyond Meat, Inc.	BYND	USA	24/05/2022	Elect Director	Elect Director Raymond J. Lane	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominees Ethan Brown and Raymond Lane for lack of diversity on the board. WITHHOLD votes are further warranted for incumbent director nominees Ethan Brown and Raymond Lane due to the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR Colleen Jay is warranted at this time.
Beyond Meat, Inc.	BYND	USA	24/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 12.92 percent of the fees paid to the auditor are for non-audit purposes.
Beyond Meat, Inc.	BYND	USA	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST the proposal is warranted. Although the annual bonus program was entirely based on pre-set objective metrics and concerns regarding the FY21 structure will be mitigated in FY22, major concerns regarding the LTI program remain. Annual equity awards are entirely time-vesting, and some NEOs received off-cycle equity grants with relatively short vesting periods. Additionally, one NEO received a large sign-on award that also consists entirely of time-vested equity, with no explanation for its structure nor magnitude.
Bingo Industries Limited	BIN	Australia	13/07/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Recycle and Resource Operations Pty Limited	For	For	For	A vote FOR the proposed transaction is warranted.* The All Cash Consideration represents an attractive premium of 26 percent to the unaffected price, and the Mixed Consideration also represents a reasonable premium of 20 percent;* The All Cash Consideration represents certainty of value for shareholders, and the Mixed Consideration offers eligible shareholders an opportunity to participate in the future value created by Bingo;* The All Cash Consideration is at the higher end of the valuation range estimated by the Independent Expert; and* The Scheme is unanimously supported by the Independent Board Committee in the absence of a Superior Proposal.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Alexander J. Denner	For	Against	Against	A vote AGAINST incumbent nominating committee members Stelios Papadopoulos, Alexander Denner, Jesus Mantas and Eric Rowinsky is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Caroline D. Dorsa	For	For	For	A vote AGAINST incumbent nominating committee members Stelios Papadopoulos, Alexander Denner, Jesus Mantas and Eric Rowinsky is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Maria C. Freire	For	For	For	A vote AGAINST incumbent nominating committee members Stelios Papadopoulos, Alexander Denner, Jesus Mantas and Eric Rowinsky is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director William A. Hawkins	For	For	For	A vote AGAINST incumbent nominating committee members Stelios Papadopoulos, Alexander Denner, Jesus Mantas and Eric Rowinsky is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director William D. Jones	For	For	For	A vote AGAINST incumbent nominating committee members Stelios Papadopoulos, Alexander Denner, Jesus Mantas and Eric Rowinsky is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Jesus B. Mantas	For	Against	Against	A vote AGAINST incumbent nominating committee members Stelios Papadopoulos, Alexander Denner, Jesus Mantas and Eric Rowinsky is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Richard C. Mulligan	For	For	For	A vote AGAINST incumbent nominating committee members Stelios Papadopoulos, Alexander Denner, Jesus Mantas and Eric Rowinsky is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Stelios Papadopoulos	For	Against	Against	A vote AGAINST incumbent nominating committee members Stelios Papadopoulos, Alexander Denner, Jesus Mantas and Eric Rowinsky is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Eric K. Rowinsky	For	Against	Against	A vote AGAINST incumbent nominating committee members Stelios Papadopoulos, Alexander Denner, Jesus Mantas and Eric Rowinsky is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Stephen A. Sherwin	For	For	For	A vote AGAINST incumbent nominating committee members Stelios Papadopoulos, Alexander Denner, Jesus Mantas and Eric Rowinsky is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Elect Director	Elect Director Michel Vounatsos	For	For	For	A vote AGAINST incumbent nominating committee members Stelios Papadopoulos, Alexander Denner, Jesus Mantas and Eric Rowinsky is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Biogen Inc.	BIIB	USA	15/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 8.27 percent of the fees paid to the auditor are for non-audit purposes.
Biogen Inc.	BIIB	USA	15/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, the compensation committee did not demonstrate sufficient responsiveness to last year's low say-on-pay vote. Although the proxy describes meetings with shareholders, cites their feedback, and made positive changes to the 2022 pay program, the committee did not disclose a robust commitment not to repeat an action that investors found concerning. Separately, shareholders are advised to monitor goal disclosure, which needs improvement.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Elect Director	Elect Director Mark J. Alles	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Elizabeth McKee (Liz) Anderson, Willard Dere, Elaine Heron and David Pyott for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Elect Director	Elect Director David E.I. Pyott	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Elizabeth McKee (Liz) Anderson, Willard Dere, Elaine Heron and David Pyott for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Elect Director	Elect Director Dennis J. Slamon	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Elizabeth McKee (Liz) Anderson, Willard Dere, Elaine Heron and David Pyott for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Elect Director	Elect Director Elizabeth McKee Anderson	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Elizabeth McKee (Liz) Anderson, Willard Dere, Elaine Heron and David Pyott for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Elect Director	Elect Director Jean-Jacques Biennaime	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Elizabeth McKee (Liz) Anderson, Willard Dere, Elaine Heron and David Pyott for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Elect Director	Elect Director Willard Dere	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Elizabeth McKee (Liz) Anderson, Willard Dere, Elaine Heron and David Pyott for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.

BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Elect Director	Elect Director Elaine J. Heron	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Elizabeth McKee (Liz) Anderson, Willard Dere, Elaine Heron and David Pyott for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Elect Director	Elect Director Maykin Ho	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Elizabeth McKee (Liz) Anderson, Willard Dere, Elaine Heron and David Pyott for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Elect Director	Elect Director Robert J. Hombach	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Elizabeth McKee (Liz) Anderson, Willard Dere, Elaine Heron and David Pyott for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Elect Director	Elect Director V. Bryan Lawlis	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Elizabeth McKee (Liz) Anderson, Willard Dere, Elaine Heron and David Pyott for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Elect Director	Elect Director Richard A. Meier	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Elizabeth McKee (Liz) Anderson, Willard Dere, Elaine Heron and David Pyott for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 2.79 percent of the fees paid to the auditor are for non-audit purposes.
BioMarin Pharmaceutical Inc.	BMRN	USA	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. The annual incentive was paid out above target against lowered financial metric targets with a notable discretionary component, and disclosure of performance objectives for the majority of metrics remains incomplete. Further, although the long-term incentive is half performance-based, forward-looking goals for half of PRSU metrics are not disclosed and proxy statement disclosure is insufficient to fully understand how equity award values declined from 2020 to 2021.
Bio-Rad Laboratories, Inc.	BIO	USA	26/04/2022	Elect Director	Elect Director Melinda Litherland	For	Against	Against	A vote AGAINST incumbent nominees Melinda Litherland and Arnold Pinkston is warranted for lack of diversity on the board.
Bio-Rad Laboratories, Inc.	BIO	USA	26/04/2022	Elect Director	Elect Director Arnold A. Pinkston	For	Against	Against	A vote AGAINST incumbent nominees Melinda Litherland and Arnold Pinkston is warranted for lack of diversity on the board.
Bio-Rad Laboratories, Inc.	BIO	USA	26/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Blackmores Limited	BKL	Australia	27/10/2021	Approve Share Plan Grant	Approve Grant of STI Award to Alastair Symington	For	For	For	A vote FOR the grant of share rights under the FY22 STI (Item 3) is warranted. This represents the deferral of a portion of the STI for a two-year period, being consistent with shareholder interests and market expectations. Questions are raised why the approval is being sought when FY22 has not been completed or reported on. IN this regard, shareholder retain the ability to vote of the remuneration report. A vote FOR the share rights under the LTI (Item 4) is warranted.* The performance period is at the minimum three years accepted in the Australian market,* Specific financial hurdles (12-16 percent ROIC and 10-30 percent EPS CAGR) are well disclosed and appear sufficiently rigorous to align with shareholder interests.Concerns are raised regarding the persisting excessive LTI opportunity for the CEO, which at \$1.95 million is materially above the median of market cap and industry peers.
Blackmores Limited	BKL	Australia	27/10/2021	Approve Share Plan Grant	Approve Grant of LTI Award to Alastair Symington	For	For	For	A vote FOR the grant of share rights under the FY22 STI (Item 3) is warranted. This represents the deferral of a portion of the STI for a two-year period, being consistent with shareholder interests and market expectations. Questions are raised why the approval is being sought when FY22 has not been completed or reported on. IN this regard, shareholder retain the ability to vote of the remuneration report. A vote FOR the share rights under the LTI (Item 4) is warranted.* The performance period is at the minimum three years accepted in the Australian market,* Specific financial hurdles (12-16 percent ROIC and 10-30 percent EPS CAGR) are well disclosed and appear sufficiently rigorous to align with shareholder interests.Concerns are raised regarding the persisting excessive LTI opportunity for the CEO, which at \$1.95 million is materially above the median of market cap and industry peers.
Blackmores Limited	BKL	Australia	27/10/2021	Elect Director	Elect Anne Templeman-Jones as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Anne Templeman-Jones are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted. However, corporate governance issues are noted in relation to the nomination and public controversy surrounding the substantial shareholder of Blackmores, Mr Marcus Blackmore and the non-Board endorsed nominee Mr George Tambassis.
Blackmores Limited	BKL	Australia	27/10/2021	Elect Director	Elect Wendy Stops as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Anne Templeman-Jones are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted. However, corporate governance issues are noted in relation to the nomination and public controversy surrounding the substantial shareholder of Blackmores, Mr Marcus Blackmore and the non-Board endorsed nominee Mr George Tambassis.
Blackmores Limited	BKL	Australia	27/10/2021	Elect Director	Elect Sharon Warburton as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Anne Templeman-Jones are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted. However, corporate governance issues are noted in relation to the nomination and public controversy surrounding the substantial shareholder of Blackmores, Mr Marcus Blackmore and the non-Board endorsed nominee Mr George Tambassis.
Blackmores Limited	BKL	Australia	27/10/2021	Elect Director	Elect Stephen Roche as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Anne Templeman-Jones are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted. However, corporate governance issues are noted in relation to the nomination and public controversy surrounding the substantial shareholder of Blackmores, Mr Marcus Blackmore and the non-Board endorsed nominee Mr George Tambassis.
Blackmores Limited	BKL	Australia	27/10/2021	Elect Director	Elect Erica Mann as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Anne Templeman-Jones are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted. However, corporate governance issues are noted in relation to the nomination and public controversy surrounding the substantial shareholder of Blackmores, Mr Marcus Blackmore and the non-Board endorsed nominee Mr George Tambassis.
Blackmores Limited	BKL	Australia	27/10/2021	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Elect George Tambassis as Director	Against	Against	Against	A vote AGAINST the election of George Tambassis is warranted at this time.He has relevant experience in the pharmaceutical retail sector and as National President of the Pharmacy Guild of Australia. He is also a director of ASX-listed Australian Pharmaceutical Industries, and his nomination has been publicly endorsed by both the company's largest shareholder, Mr Marcy Blackmore and its largest customer, Chemist Warehouse. However, Mr Tambassis is not a board endorsed nominee, given disclosure that the chair and board considered his skills and experience. The chair has issued a public statement on behalf of the board, citing various factors to consider in voting against the nomination of George Tambassis, and shareholders may presently consider that the recommendation of the chair and board in regard to this candidate's nomination should be accepted, in the absence of any material change in facts as presently known in the public domain.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Bader M. Alsaad	For	Against	Against	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Pamela Daley	For	For	For	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Laurence D. Fink	For	For	For	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Beth Ford	For	For	For	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director William E. Ford	For	Against	Against	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.

BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Fabrizio Freda	For	Against	Against	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Murry S. Gerber	For	Against	Against	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Margaret "Peggy" L. Johnson	For	For	For	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Robert S. Kapito	For	For	For	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Cheryl D. Mills	For	Against	Against	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Gordon M. Nixon	For	Against	Against	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Kristin C. Peck	For	For	For	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Charles H. Robbins	For	For	For	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Marco Antonio Slim Domit	For	For	For	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Hans E. Vestberg	For	For	For	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Susan L. Wagner	For	For	For	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Elect Director	Elect Director Mark Wilson	For	For	For	A vote AGAINST incumbent nominating committee members Murry Gerber, Bader Al Saad, William (Bill) Ford, Fabrizio Freda, Cheryl Mills and Gordon Nixon is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BlackRock, Inc.	BLK	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, with caution. There is some continuing concern surrounding the impact of committee discretion in determining total incentive pay. Although guided by performance assessments in three weighted categories, incentive pay determinations are ultimately discretionary, and the proxy lacks disclosure of per-metric weightings or quantified pre-set targets. However, there are mitigating factors identified. In particular, the application of discretion has not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the increase in CEO performance year pay is directionally aligned with improved performance under key financial metrics that were generally consistent with the prior year, and long-term TSR outperformance. Incentives are also capped at 125 percent of the prior year's incentives, which provides some limitation on pay increases. Lastly, the large majority of equity awards are earned based on clearly disclosed multi-year goals. Continued close monitoring of the incentive program structure and pay outcomes is warranted, as a quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of the pay program structure.
BlackRock, Inc.	BLK	USA	25/05/2022	Ratify Auditors	Ratify Deloitte LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 11.64 percent of the fees paid to the auditor are for non-audit purposes.
BlackRock, Inc.	BLK	USA	25/05/2022	Miscellaneous Proposal -- Environmental & Social	Adopt Policies to Curtail Corporate Activities that Externalize Social and Environmental Costs	Against	For	For	A vote FOR this proposal is warranted, as reporting on the external costs created by not accounting for environmental and social policy effects would allow shareholders to better assess the impact of the company's practices and management of related risks.
Blink Charging Co.	BLNK	USA	02/09/2021	Elect Director	Elect Director Michael D. Farkas	For	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Blink Charging Co.	BLNK	USA	02/09/2021	Elect Director	Elect Director Brendan S. Jones	For	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Blink Charging Co.	BLNK	USA	02/09/2021	Elect Director	Elect Director Louis R. Buffalino	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Blink Charging Co.	BLNK	USA	02/09/2021	Elect Director	Elect Director Jack Levine	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Blink Charging Co.	BLNK	USA	02/09/2021	Elect Director	Elect Director Kenneth R. Marks	For	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Blink Charging Co.	BLNK	USA	02/09/2021	Elect Director	Elect Director Ritsaart J.M. van Montfrans	For	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Blink Charging Co.	BLNK	USA	02/09/2021	Elect Director	Elect Director Carmen M. Perez-Carlton	For	For	For	WITHHOLD votes are warranted for incumbent Nominating Committee members Jack Levine and Louis Buffalino for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Blink Charging Co.	BLNK	USA	02/09/2021	Ratify Auditors	Ratify Marcum LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 17.70 percent of the fees paid to the auditor are for non-audit purposes.
Blink Charging Co.	BLNK	USA	02/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. The CEO's agreement provides that upon the company's termination of his employment with or without connection to a change in control, the executive is entitled to severance payouts which exceed three times his salary plus bonus compensation.
Bloom Energy Corp.	BE	USA	11/05/2022	Elect Director	Elect Director Mary K. Bush	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominees K. R. Sridhar and Mary Bush for lack of diversity on the board. WITHHOLD votes are warranted for incumbent director nominees K. R. Sridhar and Mary Bush, given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.
Bloom Energy Corp.	BE	USA	11/05/2022	Elect Director	Elect Director KR Sridhar	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominees K. R. Sridhar and Mary Bush for lack of diversity on the board. WITHHOLD votes are warranted for incumbent director nominees K. R. Sridhar and Mary Bush, given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.

Bloom Energy Corp.	BE	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. Significantly elevated total CEO pay and a number of problematic pay decisions underscore a pay-for-performance misalignment for the year in review. The CEO received a sizable front-loaded equity award intended to replace his annual awards for five years. However, the company does not provide a firm commitment not to grant any additional awards during this time and certain performance metrics lack disclosure and are tied to one-year performance periods. The regular annual LTI program is not strongly tied to rigorous, multi-year goals and the committee adjusted the one-year performance result to eliminate the impact of supply chain disruptions, leading to a payout when none would otherwise have been earned. Off-cycle awards were also granted to several NEOs, with disclosure of certain performance goals lacking. Finally, the committee discretionarily increased the payout under the annual incentive program above target when actual achievement was well below target, severing the link between pay and performance, and paid a discretionary cash bonus to the CEO in addition to his annual incentive payout.
Bloom Energy Corp.	BE	USA	11/05/2022	Increase Authorized Preferred Stock	Increase Authorized Preferred Stock	For	Against	Against	A vote AGAINST this proposal is warranted given that the company's preferred shares are not declared and the board has not made a firm commitment not to use the proposed additional preferred shares for antitakeover purposes.
Bloom Energy Corp.	BE	USA	11/05/2022	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	For	For	A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.
Bloom Energy Corp.	BE	USA	11/05/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	For	A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Bloom Energy Corp.	BE	USA	11/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Elect Director	Elect Director Timothy Armstrong	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Charles Noski, Wei Hopeman, Thomas (Tom) Rothman and Lynn Vojvodich Radakovich for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Elect Director	Elect Director Lynn Vojvodich Radakovich	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Charles Noski, Wei Hopeman, Thomas (Tom) Rothman and Lynn Vojvodich Radakovich for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Elect Director	Elect Director Vanessa A. Wittman	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Charles Noski, Wei Hopeman, Thomas (Tom) Rothman and Lynn Vojvodich Radakovich for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Elect Director	Elect Director Glenn D. Fogel	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Charles Noski, Wei Hopeman, Thomas (Tom) Rothman and Lynn Vojvodich Radakovich for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Elect Director	Elect Director Mirian M. Graddick-Weir	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Charles Noski, Wei Hopeman, Thomas (Tom) Rothman and Lynn Vojvodich Radakovich for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Elect Director	Elect Director Wei Hopeman	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Charles Noski, Wei Hopeman, Thomas (Tom) Rothman and Lynn Vojvodich Radakovich for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Elect Director	Elect Director Robert J. Mylod, Jr.	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Charles Noski, Wei Hopeman, Thomas (Tom) Rothman and Lynn Vojvodich Radakovich for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Elect Director	Elect Director Charles H. Noski	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Charles Noski, Wei Hopeman, Thomas (Tom) Rothman and Lynn Vojvodich Radakovich for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Elect Director	Elect Director Nicholas J. Read	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Charles Noski, Wei Hopeman, Thomas (Tom) Rothman and Lynn Vojvodich Radakovich for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Elect Director	Elect Director Thomas E. Rothman	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Charles Noski, Wei Hopeman, Thomas (Tom) Rothman and Lynn Vojvodich Radakovich for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Elect Director	Elect Director Sumit Singh	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Charles Noski, Wei Hopeman, Thomas (Tom) Rothman and Lynn Vojvodich Radakovich for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. Although the annual program is funded formulaically, payouts are determined primarily based on compensation committee discretion and performance factors considered by the committee appear to be highly subjective, a concern which is magnified by the CEO's high target award as a multiple of base salary. In addition, performance for the 2021 PSUs, which had larger values in light of retention concerns, are based on annually set goals and the metrics and measurement period for the first tranche were identical to the metrics and measurement period for the 2021 annual incentive awards. These concerns follow the discretionary adjustment of payouts for 2018 and 2019 PSUs, including the above-target payout of 2018 PSUs.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 2.24 percent of the fees paid to the auditor are for non-audit purposes.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Amend Articles/Bylaws/Charter Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.
Booking Holdings Inc.	BKNG	USA	09/06/2022	Link Executive Pay to Social Criteria	Report on Climate Change Performance Metrics Into Executive Compensation Program	Against	For	For	A vote FOR this proposal is warranted. Incorporating climate-related performance measures as a broader component of senior executive pay setting decision-making would serve to incentivize executives to ensure that company performance on environmental, social and sustainability considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to climate and sustainability, and long-term corporate strategy.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Sara A. Greenstein	For	For	For	A vote AGAINST incumbent nominating committee members David Haffner and Paul Mascarenas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director David S. Haffner	For	Against	Against	A vote AGAINST incumbent nominating committee members David Haffner and Paul Mascarenas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Michael S. Hanley	For	For	For	A vote AGAINST incumbent nominating committee members David Haffner and Paul Mascarenas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Frederic B. Lissalde	For	For	For	A vote AGAINST incumbent nominating committee members David Haffner and Paul Mascarenas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Paul A. Mascarenas	For	Against	Against	A vote AGAINST incumbent nominating committee members David Haffner and Paul Mascarenas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Shaun E. McAlmont	For	For	For	A vote AGAINST incumbent nominating committee members David Haffner and Paul Mascarenas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Deborah D. McWhinney	For	For	For	A vote AGAINST incumbent nominating committee members David Haffner and Paul Mascarenas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
BorgWarner Inc.	BWA	USA	27/04/2022	Elect Director	Elect Director Alexis P. Michas	For	For	For	A vote AGAINST incumbent nominating committee members David Haffner and Paul Mascarenas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.

BorgWarner Inc.	BWA	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives were based on pre-set financial targets and a majority of long-term incentives were performance-based.
BorgWarner Inc.	BWA	USA	27/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 24.57 percent of the fees paid to the auditor are for non-audit purposes.
BorgWarner Inc.	BWA	USA	27/04/2022	Provide Right to Act by Written Consent	Amend Right to Act by Written Consent	For	For	For	A vote FOR this proposal is warranted as a reduced ownership threshold required to request a record date to initiate written consent would provide for a more useful written consent right.
BorgWarner Inc.	BWA	USA	27/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as a lower ownership threshold and removal of the holding period requirement would provide for a more useful special meeting right for shareholders.
Boston Scientific Corporation	BSX	USA	05/05/2022	Elect Director	Elect Director Nelda J. Connors	For	For	For	A vote AGAINST incumbent nominating committee members Edward Ludwig, Donna James, David Roux and Ellen Zane is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Boston Scientific Corporation	BSX	USA	05/05/2022	Elect Director	Elect Director Charles J. Dockendorff	For	For	For	A vote AGAINST incumbent nominating committee members Edward Ludwig, Donna James, David Roux and Ellen Zane is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Boston Scientific Corporation	BSX	USA	05/05/2022	Elect Director	Elect Director Yoshiaki Fujimori	For	For	For	A vote AGAINST incumbent nominating committee members Edward Ludwig, Donna James, David Roux and Ellen Zane is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Boston Scientific Corporation	BSX	USA	05/05/2022	Elect Director	Elect Director Donna A. James	For	Against	Against	A vote AGAINST incumbent nominating committee members Edward Ludwig, Donna James, David Roux and Ellen Zane is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Boston Scientific Corporation	BSX	USA	05/05/2022	Elect Director	Elect Director Edward J. Ludwig	For	Against	Against	A vote AGAINST incumbent nominating committee members Edward Ludwig, Donna James, David Roux and Ellen Zane is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Boston Scientific Corporation	BSX	USA	05/05/2022	Elect Director	Elect Director Michael F. Mahoney	For	For	For	A vote AGAINST incumbent nominating committee members Edward Ludwig, Donna James, David Roux and Ellen Zane is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Boston Scientific Corporation	BSX	USA	05/05/2022	Elect Director	Elect Director David J. Roux	For	Against	Against	A vote AGAINST incumbent nominating committee members Edward Ludwig, Donna James, David Roux and Ellen Zane is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Boston Scientific Corporation	BSX	USA	05/05/2022	Elect Director	Elect Director John E. Sununu	For	For	For	A vote AGAINST incumbent nominating committee members Edward Ludwig, Donna James, David Roux and Ellen Zane is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Boston Scientific Corporation	BSX	USA	05/05/2022	Elect Director	Elect Director David S. Wichmann	For	For	For	A vote AGAINST incumbent nominating committee members Edward Ludwig, Donna James, David Roux and Ellen Zane is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Boston Scientific Corporation	BSX	USA	05/05/2022	Elect Director	Elect Director Ellen M. Zane	For	Against	Against	A vote AGAINST incumbent nominating committee members Edward Ludwig, Donna James, David Roux and Ellen Zane is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Boston Scientific Corporation	BSX	USA	05/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following concerns: * A majority of equity awards to the CEO are not tied to performance-contingent pay elements; * Excessive differentials between CEO pay and the pay of other named executive officers at the firm; * High CEO pay relative to company performance compared to the company's peers.
Boston Scientific Corporation	BSX	USA	05/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 2.35 percent of the fees paid to the auditor are for non-audit purposes.
Boston Scientific Corporation	BSX	USA	05/05/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	For	A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The shares reserved is relatively conservative; and * The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Brambles Limited	BXB	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted as no material misalignment between pay and performance and shareholder outcomes has been identified for the period under review. Quantitative pay for performance analysis also indicates a low degree of concern for misalignment of outcomes. There were no increases in fixed remuneration in FY21, being deferred to FY22; the remuneration structure is broadly consistent with market; there is good disclosure of the current year STI performance hurdles, and performance measures adopted for use in the LTI award are aligned with shareholder interests. Concerns include the extent of the Board's discretion to amend any LTI performance measures, if they do not achieve their original purpose.
Brambles Limited	BXB	Australia	19/10/2021	Elect Director	Elect Elizabeth Fagan as Director	For	For	For	A vote FOR all nominees is warranted as no material governance concerns have been identified.
Brambles Limited	BXB	Australia	19/10/2021	Elect Director	Elect Scott Perkins as Director	For	For	For	A vote FOR all nominees is warranted as no material governance concerns have been identified.
Brambles Limited	BXB	Australia	19/10/2021	Approve Share Plan Grant	Approve Participation of Graham Chipchase in the Performance Share Plan	For	For	For	A vote FOR the participation of the Executive Directors in the Performance Share Plan is warranted. The Plan structure is in line with market and shareholder interests.The STI rights have an appropriate two-year deferral period and the LTI performance rights include appropriate performance hurdles measured over a three-year performance period. Concerns include:" the ability of the Board to make amendments to performance conditions if they will not achieve their original purpose, even though any amendments will be no less difficult to satisfy, and" the lack of disclosure of vesting scale for the relative TSR performance measures which is unusual for this type and size of company and inconsistent with shareholder expectations.
Brambles Limited	BXB	Australia	19/10/2021	Approve Share Plan Grant	Approve Participation of Nessa O'Sullivan in the Performance Share Plan	For	For	For	A vote FOR the participation of the Executive Directors in the Performance Share Plan is warranted. The Plan structure is in line with market and shareholder interests.The STI rights have an appropriate two-year deferral period and the LTI performance rights include appropriate performance hurdles measured over a three-year performance period. Concerns include:" the ability of the Board to make amendments to performance conditions if they will not achieve their original purpose, even though any amendments will be no less difficult to satisfy, and" the lack of disclosure of vesting scale for the relative TSR performance measures which is unusual for this type and size of company and inconsistent with shareholder expectations.
Brambles Limited	BXB	Australia	19/10/2021	Authorize Share Repurchase Program	Approve Extension of On-Market Share Buy-Backs	For	For	For	A vote FOR this resolution is warranted. Shareholders have previously approved an on-market share buy-back. This request for extension is not contentious and the proposed amount and duration are within recommended limits.
Brambles Limited	BXB	Australia	19/10/2021	Amend Articles/Bylaws/Charter --	***Withdrawn Resolution*** Approve the Amendments to the Company's Constitution				
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Elect Director	Elect Director Peter J. Arduini	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Elect Director	Elect Director Giovanni Caforio	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Elect Director	Elect Director Julia A. Haller	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Elect Director	Elect Director Manuel Hidalgo Medina	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Elect Director	Elect Director Paula A. Price	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.

Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Elect Director	Elect Director Derica W. Rice	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Elect Director	Elect Director Theodore R. Samuels	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Elect Director	Elect Director Gerald L. Storch	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Elect Director	Elect Director Karen H. Vousden	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Elect Director	Elect Director Phyllis R. Yale	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 6.63 percent of the fees paid to the auditor are for non-audit purposes.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 15 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.
Bristol-Myers Squibb Company	BMY	USA	03/05/2022	Require Independent Board Chairman	Require Independent Board Chair	Against	For	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
Bubs Australia Ltd.	BUB	Australia	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST the remuneration report is warranted given the following concerns: " KMP fixed remuneration increased by a significant margin and the company did not disclose a rationale for the increases;" Absence of disclosure of the specific and quantified STI targets (at threshold, target and stretch), making it impossible for shareholders to evaluate whether these are sufficiently rigorous;" The CEO's STI is based solely on business strategy measures, for which the CEO received half of her bonus opportunity - shareholders will question whether business strategy is an appropriate broad target for a bonus to the CEO when strategy is the "day job" of the CEO; and" Options granted to the KMP may vest as early as three months after grant, and the exercise price of the CEO's option is heavily discounted.
Bubs Australia Ltd.	BUB	Australia	30/11/2021	Elect Director	Elect Steve Lin as Director	For	Against	Against	A vote AGAINST the re-election of Steve Lin (Item 2) is warranted. He is a non-independent director on a board that is not majority independent (only 25-percent independent). Mr Lin is classified as non-independent as he represents C2 Capital Global Export-To-China Fund, a substantial shareholder with only 12.46 percent ownership stake in the company. A vote FOR the election of independent non-executive director Katrina Rathie (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination.
Bubs Australia Ltd.	BUB	Australia	30/11/2021	Elect Director	Elect Katrina Rathie as Director	For	For	For	A vote AGAINST the re-election of Steve Lin (Item 2) is warranted. He is a non-independent director on a board that is not majority independent (only 25-percent independent). Mr Lin is classified as non-independent as he represents C2 Capital Global Export-To-China Fund, a substantial shareholder with only 12.46 percent ownership stake in the company. A vote FOR the election of independent non-executive director Katrina Rathie (Item 3) is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination.
Bubs Australia Ltd.	BUB	Australia	30/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve the Issuance of Up to 10 Percent of the Company's Issued Capital	For	Against	Against	A vote AGAINST this resolution is warranted because the company has not provided a specific and compelling reason for seeking the authority and based on the company's quarterly cashflow report as of Sept. 30, 2021, the company does not appear to have an immediate need for such additional authority. This concern is exacerbated given the company's poor shareholder performance as evidenced by its falling out of the ASX300 Index.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the Directors' report and financial statements is warranted as no significant concerns have been identified.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 4.2 percent of the total fees paid to the auditor are for non-audit purposes.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Authorize Board to Fix Remuneration of External	Authorise Board to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because only 4.2 percent of the total fees paid to the auditor are for non-audit purposes.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this item is considered warranted, although it is not without concerns: * The performance outcomes in relation to the recalibrated annual bonus scorecard for the year under review raises concerns on whether the targets were appropriately stretching; and * There is scope for improved disclosure on qualitative measures attached to the variable incentives. The main reasons for support are: * There is no disconnect between pay and performance or the shareholder experience; and * No other material concerns have been identified.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Peter Ventress as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Vinodka (Vin) Murria, Stephan Nanninga and Lloyd Pitchford is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Frank van Zanten as Director	For	For	For	A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Vinodka (Vin) Murria, Stephan Nanninga and Lloyd Pitchford is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Richard Howes as Director	For	For	For	A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Vinodka (Vin) Murria, Stephan Nanninga and Lloyd Pitchford is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Vanda Murray as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Vinodka (Vin) Murria, Stephan Nanninga and Lloyd Pitchford is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Lloyd Pitchford as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Vinodka (Vin) Murria, Stephan Nanninga and Lloyd Pitchford is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Stephan Nanninga as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Vinodka (Vin) Murria, Stephan Nanninga and Lloyd Pitchford is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.



Bunzl Plc	BNZL	United Kingdom	20/04/2022	Elect Director	Re-elect Vin Murria as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Peter Ventress, Vanda Murray, Vinodka (Vin) Murria, Stephan Nanninga and Lloyd Pitchford is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Burlington Stores, Inc.	BURL	USA	18/05/2022	Elect Director	Elect Director John J. Mahoney	For	Against	Against	A vote AGAINST incumbent nominees John Mahoney, Laura Sen, and Paul Sullivan is warranted for lack of diversity on the board.
Burlington Stores, Inc.	BURL	USA	18/05/2022	Elect Director	Elect Director Laura J. Sen	For	Against	Against	A vote AGAINST incumbent nominees John Mahoney, Laura Sen, and Paul Sullivan is warranted for lack of diversity on the board.
Burlington Stores, Inc.	BURL	USA	18/05/2022	Elect Director	Elect Director Paul J. Sullivan	For	Against	Against	A vote AGAINST incumbent nominees John Mahoney, Laura Sen, and Paul Sullivan is warranted for lack of diversity on the board.
Burlington Stores, Inc.	BURL	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 6.46 percent of the fees paid to the auditor are for non-audit purposes.
Burlington Stores, Inc.	BURL	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following concerns: * A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and * High CEO pay relative to company performance compared to the company's peers.
Burlington Stores, Inc. BWX Limited	BURL BWX	USA Australia	18/05/2022 17/11/2021	Approve Omnibus Stock Plan Elect Director	Approve Omnibus Stock Plan Elect Denis Shelley as Director	For For	For Against	For Against	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted. Votes AGAINST incumbent Nominating Committee member Denis Shelley are warranted for lack of diversity on the board.
BWX Limited	BWX	Australia	17/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase of Non-Executive Director Fee Pool	None	For	For	A qualified vote FOR this resolution is warranted.The increased fee cap would allow the board to replace the director who resigned in FY21 and make one additional appointment at the most which appears a realistic scenario at this time. However, shareholders may be concerned with the following:• The company has not disclosed concrete plans to increase board size;• The proposed fee cap would in theory allow for upward adjustments resulting in fees above those paid by market capitalisation and industry peers.
BWX Limited	BWX	Australia	17/11/2021	Approve Pledging of Assets for Debt	Approve Financial Assistance in Relation to the Acquisition	For	For	For	A vote FOR this resolution is warranted as it is not contentious.
BWX Limited	BWX	Australia	17/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Institutional Investors	For	For	For	A vote FOR the ratification of the past placement of shares is warranted as the company provided a strong strategic rationale for the underlying transaction which could add significant value for shareholders and the discount on placement shares appears reasonable.
BWX Limited	BWX	Australia	17/11/2021	Approve Share Plan Grant	Approve the Issuance of Rights to David Fenlon	For	For	For	A vote FOR this resolution is warranted as the proposed FY22 LTI is generally consistent with market practice.
Canadian Solar Inc.	CSIQ	Canada	22/06/2022	Elect Director	Elect Director Shawn (Xiaohua) Qu	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Li Hsien (Leslie) Chang, Lauren Templeton, Lap Tat (Arthur) Wong and Luen Cheung (Andrew) Wong for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Canadian Solar Inc.	CSIQ	Canada	22/06/2022	Elect Director	Elect Director Karl E. Olsoni	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Li Hsien (Leslie) Chang, Lauren Templeton, Lap Tat (Arthur) Wong and Luen Cheung (Andrew) Wong for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Canadian Solar Inc.	CSIQ	Canada	22/06/2022	Elect Director	Elect Director Harry E. Ruda	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Li Hsien (Leslie) Chang, Lauren Templeton, Lap Tat (Arthur) Wong and Luen Cheung (Andrew) Wong for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Canadian Solar Inc.	CSIQ	Canada	22/06/2022	Elect Director	Elect Director Lauren C. Templeton	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Li Hsien (Leslie) Chang, Lauren Templeton, Lap Tat (Arthur) Wong and Luen Cheung (Andrew) Wong for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Canadian Solar Inc.	CSIQ	Canada	22/06/2022	Elect Director	Elect Director Andrew (Luen Cheung) Wong	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Li Hsien (Leslie) Chang, Lauren Templeton, Lap Tat (Arthur) Wong and Luen Cheung (Andrew) Wong for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Canadian Solar Inc.	CSIQ	Canada	22/06/2022	Elect Director	Elect Director Lap Tat Arthur Wong	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Li Hsien (Leslie) Chang, Lauren Templeton, Lap Tat (Arthur) Wong and Luen Cheung (Andrew) Wong for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Canadian Solar Inc.	CSIQ	Canada	22/06/2022	Elect Director	Elect Director Leslie Li Hsien Chang	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Li Hsien (Leslie) Chang, Lauren Templeton, Lap Tat (Arthur) Wong and Luen Cheung (Andrew) Wong for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Canadian Solar Inc.	CSIQ	Canada	22/06/2022	Elect Director	Elect Director Yan Zhuang	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Li Hsien (Leslie) Chang, Lauren Templeton, Lap Tat (Arthur) Wong and Luen Cheung (Andrew) Wong for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Canadian Solar Inc.	CSIQ	Canada	22/06/2022	Elect Director	Elect Director Huifeng Chang	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Li Hsien (Leslie) Chang, Lauren Templeton, Lap Tat (Arthur) Wong and Luen Cheung (Andrew) Wong for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Canadian Solar Inc.	CSIQ	Canada	22/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Canadian Solar Inc.	CSIQ	Canada	22/06/2022	Change Jurisdiction of Incorporation [ ]	Approve Continuance of Company [BCBCA to OBCA]	For	For	For	Vote FOR this continuation as shareholder rights and protections will not be negatively affected.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Richard D. Fairbank	For	For	For	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Ime Archibong	For	For	For	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Christine Detrick	For	For	For	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Ann Fritz Hackett	For	Against	Against	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Peter Thomas Killalea	For	For	For	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Cornelis "Eli" Leenaars	For	For	For	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Francois Locoh-Donou	For	Against	Against	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Peter E. Raskind	For	Against	Against	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.

Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Eileen Serra	For	For	For	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Mayo A. Shattuck, III	For	Against	Against	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Bradford H. Warner	For	For	For	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Catherine G. West	For	For	For	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Elect Director	Elect Director Craig Anthony Williams	For	For	For	A vote AGAINST incumbent nominating committee members Ann Hackett, Francois Locoh-Donou, Peter Raskind and Mayo Shattuck III is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Capital One Financial Corporation	COF	USA	05/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Annual incentive pay determinations, while guided by wide-ranging performance assessments, are ultimately determined discretionally. Investors increasingly prefer an incentive program design that emphasizes objective and formula-driven determinations, which may incorporate discretion to a limited degree. While these issues warrant continued close monitoring, there are sufficient mitigating factors for the year in review. Specifically, the discretionary pay determinations have not resulted in a quantitative pay-for-performance misalignment. The increase in CEO incentive awards directionally aligns with the company's improved financial and stock price performance. Moreover, the CEO's long-term equity incentives are predominantly performance-conditioned with clearly disclosed multi-year goals. On balance of these factors, a cautionary vote FOR this proposal is warranted. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of discretionary pay decisions.
Capital One Financial Corporation	COF	USA	05/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Carbios SA	ALCRB	France	02/02/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	A vote FOR is warranted as the continuation of the repurchase program could not be used during takeover periods. However, this is not without concerns as the same item mentions that purchase, sale, exchange or transfer operations, could be used during takeover periods. It should probably be considered as a typo as the company seems to have modified its approach on capital issuances following the rejection faced at last AGM.
Carbios SA	ALCRB	France	02/02/2022	Approve/Amend Issuance of Warrants Reserved for Founders	Approve Issuance of 220,000 Warrants (BSPCE) Reserved for Specific Beneficiaries	For	Against	Against	A vote AGAINST this resolution is warranted because:" Grants of equity-based instruments to non-executives goes against recommended guidelines." Vesting and performance periods are not disclosed." The disclosure on the performance criteria is vague for the executives and inexistent for other categories.
Carbios SA	ALCRB	France	02/02/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	For	For	A vote FOR the employee stock purchase plans is warranted as its proposed volume respects the 10-percent recommended guidelines.
Carbios SA	ALCRB	France	02/02/2022	Set Global Limit for Capital Increase to Result From All Issuance Requests	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 2-7 and 9-10 at EUR 3,906,000	For	For	For	* Votes FOR the authorisations under Items 2 to 4 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with or without a priority right)." Votes AGAINST the authorisations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital." A vote FOR the total limit proposed under Item 12 is warranted as it limits shareholder dilution under all authorisations together.
Carbios SA	ALCRB	France	02/02/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
Carbios SA	ALCRB	France	02/02/2022	Appoint Censor(s)	Appoint Copernicus Wealth Management as Censor	For	Against	Against	A vote AGAINST this item is warranted because the company has failed to provide an adequate rationale on the proposed nomination.
Carbios SA	ALCRB	France	02/02/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3,906,000	For	For	For	* Votes FOR the authorisations under Items 2 to 4 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with or without a priority right)." Votes AGAINST the authorisations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital." A vote FOR the total limit proposed under Item 12 is warranted as it limits shareholder dilution under all authorisations together.
Carbios SA	ALCRB	France	02/02/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	For	* Votes FOR the authorisations under Items 2 to 4 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with or without a priority right)." Votes AGAINST the authorisations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital." A vote FOR the total limit proposed under Item 12 is warranted as it limits shareholder dilution under all authorisations together.
Carbios SA	ALCRB	France	02/02/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 780,000	For	For	For	* Votes FOR the authorisations under Items 2 to 4 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with or without a priority right)." Votes AGAINST the authorisations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital." A vote FOR the total limit proposed under Item 12 is warranted as it limits shareholder dilution under all authorisations together.
Carbios SA	ALCRB	France	02/02/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity- For Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements		Against	Against	* Votes FOR the authorisations under Items 2 to 4 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with or without a priority right)." Votes AGAINST the authorisations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital." A vote FOR the total limit proposed under Item 12 is warranted as it limits shareholder dilution under all authorisations together.
Carbios SA	ALCRB	France	02/02/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity- For Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 780,000		Against	Against	* Votes FOR the authorisations under Items 2 to 4 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with or without a priority right)." Votes AGAINST the authorisations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital." A vote FOR the total limit proposed under Item 12 is warranted as it limits shareholder dilution under all authorisations together.
Carbios SA	ALCRB	France	02/02/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against	Against	* Votes FOR the authorisations under Items 2 to 4 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with or without a priority right)." Votes AGAINST the authorisations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital." A vote FOR the total limit proposed under Item 12 is warranted as it limits shareholder dilution under all authorisations together.
Carbios SA	ALCRB	France	02/02/2022	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Authorize Issuance of up to 296,928 Warrants (BSA) Reserved for European Investment Bank	For	For	For	As the volume of the share capital increase is reasonable and the exercise price does not show any discount to the market price at grant, a vote FOR this resolution is warranted.
Carbios SA	ALCRB	France	02/02/2022	Approve/Amend Issuance of Warrants Reserved for Founders	Approve Issuance of 220,000 Warrants (BSA) Reserved for Specific Beneficiaries	For	Against	Against	A vote AGAINST this resolution is warranted because:" Grants of equity-based instruments to non-executives goes against recommended guidelines." Vesting and performance periods are not disclosed." The disclosure on the performance criteria is vague.
Carbios SA	ALCRB	France	22/06/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Discharge Directors	For	For	For	Votes FOR these proposals are warranted in the absence of any specific concern.
Carbios SA	ALCRB	France	22/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	As the share repurchase program cannot be continued during a takeover period, a vote FOR is warranted.

Carbios SA	ALCRB	France	22/06/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3.906 Million	For	For	For	Votes FOR the authorisations under Items 11 to 16 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right).
Carbios SA	ALCRB	France	22/06/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 11	For	For	For	Votes FOR the authorisations under Items 11 to 16 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right).
Carbios SA	ALCRB	France	22/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 780,000	For	Against	Against	Votes FOR the authorisations under Items 11 to 16 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right).
Carbios SA	ALCRB	France	22/06/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity- For Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 780,000		Against	Against	Votes FOR the authorisations under Items 11 to 16 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right).
Carbios SA	ALCRB	France	22/06/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity- For Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 780,000		For	For	Votes FOR the authorisations under Items 11 to 16 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right).
Carbios SA	ALCRB	France	22/06/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13 to 15	For	Against	Against	Votes FOR the authorisations under Items 11 to 16 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right).
Carbios SA	ALCRB	France	22/06/2022	Approve/Amend Issuance of Warrants Reserved for Founders	Approve Issuance of up to 220,000 Warrants (BSPCE) Reserved for Employees and Executives	For	For	For	A vote FOR this item is warranted because the terms of the proposed authorisation are not problematic.
Carbios SA	ALCRB	France	22/06/2022	Approve/Amend Issuance of Warrants Reserved for Founders	Approve Issuance of up to 55,000 Warrants (BSA) Reserved for Directors, Consultants, and Managers	For	Against	Against	A vote AGAINST this resolution is warranted because: * Grants of equity-based instruments to non-executives goes against recommended guidelines. * No information is available on the existence of performance conditions. * Both vesting and performance periods are not disclosed.
Carbios SA	ALCRB	France	22/06/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	A vote FOR the employee stock purchase plans is warranted as its proposed volume respects the 10-percent recommended guidelines.
Carbios SA	ALCRB	France	22/06/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR these proposals are warranted in the absence of any specific concern.
Carbios SA	ALCRB	France	22/06/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	A vote FOR is warranted since such share capital reductions are favourable to shareholders.
Carbios SA	ALCRB	France	22/06/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
Carbios SA	ALCRB	France	22/06/2022	Approve Standard Accounting Transfers	Approve Non-Deductible Expenses	For	For	For	A vote FOR this routine tax-related proposal is warranted.
Carbios SA	ALCRB	France	22/06/2022	Approve Allocation of Income and Dividends	Approve Treatment of Losses	For	For	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
Carbios SA	ALCRB	France	22/06/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions	For	For	For	A vote FOR this proposal is warranted in the absence of significant concern on the transactions disclosed in the auditors' special report.
Carbios SA	ALCRB	France	22/06/2022	Elect Director	Ratify Appointment of Philippe Pouletty as Director	For	Against	Against	A vote AGAINST board members (Philippe Pouletty) is warranted as the overall level of independence lies below one-third of board members (Item 6). The number of outside mandates held by Philippe Pouletty is in excess of recommended guidelines for non-executive chairman. Therefore, his election warrants a vote AGAINST (Item 6). In absence of specific concern, a vote FOR is warranted for this election (Item 7).
Carbios SA	ALCRB	France	22/06/2022	Elect Director	Ratify Appointment of Emmanuel Ladent as Director	For	For	For	A vote AGAINST board members (Philippe Pouletty) is warranted as the overall level of independence lies below one-third of board members (Item 6). The number of outside mandates held by Philippe Pouletty is in excess of recommended guidelines for non-executive chairman. Therefore, his election warrants a vote AGAINST (Item 6). In absence of specific concern, a vote FOR is warranted for this election (Item 7).
Carbios SA	ALCRB	France	22/06/2022	Appoint Censor(s)	Appoint Copernicus Wealth Management as Censor	For	Against	Against	A vote AGAINST is warranted because the nomination is not proposed on a short-term basis and lacks rationale.
Carbios SA	ALCRB	France	22/06/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Aggregate Amount of EUR 250,000	For	For	For	A vote FOR is warranted in the absence of any signs of excessiveness.
Carsales.Com Limited	CAR	Australia	29/10/2021	Elect Director	Elect Kee Wong as Director	For	For	For	Shareholder support FOR the re-election of Kee Wong and Edwina Gilbert is warranted. They are independent directors and no material issues have been identified regarding their nominations.
Carsales.Com Limited	CAR	Australia	29/10/2021	Elect Director	Elect Edwina Gilbert as Director	For	For	For	Shareholder support FOR the re-election of Kee Wong and Edwina Gilbert is warranted. They are independent directors and no material issues have been identified regarding their nominations.
Carsales.Com Limited	CAR	Australia	29/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	None	For	For	A vote FOR this resolution is warranted. The Board is currently majority non-independent which represents a material corporate governance concern. The company has indicated that it is continuing a Board renewal plan and considering directors with international experience. The increase in the maximum fee pool will allow for overlap when appointing new directors.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Virginia C. Addicott	For	For	For	Votes FOR the director nominees are warranted at this time.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director James A. Bell	For	For	For	Votes FOR the director nominees are warranted at this time.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Lynda M. Clarizio	For	For	For	Votes FOR the director nominees are warranted at this time.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Paul J. Finnegan	For	For	For	Votes FOR the director nominees are warranted at this time.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Anthony R. Fox	For	For	For	Votes FOR the director nominees are warranted at this time.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Christine A. Leahy	For	For	For	Votes FOR the director nominees are warranted at this time.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Sanjay Mehrotra	For	For	For	Votes FOR the director nominees are warranted at this time.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director David W. Nelms	For	For	For	Votes FOR the director nominees are warranted at this time.
CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Joseph R. Swedish	For	For	For	Votes FOR the director nominees are warranted at this time.

CDW Corporation	CDW	USA	19/05/2022	Elect Director	Elect Director Donna F. Zarcone	For	For	For	Votes FOR the director nominees are warranted at this time.
CDW Corporation	CDW	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective financial performance metrics and the recent above target payouts are aligned with the company's recent strong TSR performance.
CDW Corporation	CDW	USA	19/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
CDW Corporation	CDW	USA	19/05/2022	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	Against	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Centene Corporation	CNC	USA	26/04/2022	Elect Director	Elect Director Orlando Ayala	For	For	For	A vote AGAINST incumbent nominating committee member H. James Dallas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Centene Corporation	CNC	USA	26/04/2022	Elect Director	Elect Director Kenneth A. Burdick	For	For	For	A vote AGAINST incumbent nominating committee member H. James Dallas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Centene Corporation	CNC	USA	26/04/2022	Elect Director	Elect Director H. James Dallas	For	Against	Against	A vote AGAINST incumbent nominating committee member H. James Dallas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Centene Corporation	CNC	USA	26/04/2022	Elect Director	Elect Director Sarah M. London	For	For	For	A vote AGAINST incumbent nominating committee member H. James Dallas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Centene Corporation	CNC	USA	26/04/2022	Elect Director	Elect Director Theodore R. Samuels	For	For	For	A vote AGAINST incumbent nominating committee member H. James Dallas is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Centene Corporation	CNC	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. Although the compensation committee demonstrated adequate responsiveness to last year's vote result and pay-for-performance concerns for the year under review are mitigated, severance payments made to two former NEOs in FY21 are excessive and neither executives' separation is clearly described in the proxy statement as an involuntary termination for which they would be entitled to such payments under an existing employment or severance agreement.
Centene Corporation	CNC	USA	26/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 1.72 percent of the fees paid to the auditor are for non-audit purposes.
Centene Corporation	CNC	USA	26/04/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
Centene Corporation	CNC	USA	26/04/2022	Provide Right to Call Special Meeting	Provide Right to Call Special Meeting	For	Against	Against	A vote AGAINST this proposal is warranted. While the ability to call special meetings would improve shareholder rights, this is merely a request for the board to take action at a future meeting to provide a special meeting right with a 25 percent ownership threshold with otherwise undefined terms. The 25 percent ownership threshold is considered relatively high for a company of this size. Moreover, the proposed 10 percent threshold in Item 6 is considered more appropriate and it is recommended that shareholders vote in favour of Item 6.
Centene Corporation	CNC	USA	26/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	Against	For	For	A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights. The proposed 10 percent ownership threshold is more appropriate for a company of this size relative to the 25 percent proposed by management in Item 5, which also lacks specificity in its terms.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	For	A vote FOR this resolution is warranted because no significant concerns have been identified.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Ratify Auditors	Reappoint BDO LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 28.2 percent of the total fees paid to the auditor are for non-audit purposes.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Authorize Board to Fix Remuneration of External	Authorise Board to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because only 28.2 percent of the total fees paid to the auditor are for non-audit purposes.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Elect Director	Elect Dame Julia King as Director	For	For	For	A vote AGAINST incumbent nominating committee members Warren Finegold and Stephen (Steve) Callaghan is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Elect Director	Elect Eric Lakin as Director	For	For	For	A vote AGAINST incumbent nominating committee members Warren Finegold and Stephen (Steve) Callaghan is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Elect Director	Elect Trine Borum Bojsen as Director	For	For	For	A vote AGAINST incumbent nominating committee members Warren Finegold and Stephen (Steve) Callaghan is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Elect Director	Re-elect Stephen Callaghan as Director	For	Against	Against	A vote AGAINST incumbent nominating committee members Warren Finegold and Stephen (Steve) Callaghan is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Elect Director	Re-elect Warren Finegold as Director	For	Against	Against	A vote AGAINST incumbent nominating committee members Warren Finegold and Stephen (Steve) Callaghan is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Ceres Power Holdings plc	CWR	United Kingdom	05/05/2022	Elect Director	Re-elect Uwe Glock as Director	For	For	For	A vote AGAINST incumbent nominating committee members Warren Finegold and Stephen (Steve) Callaghan is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director W. Lance Conn	For	Against	Against	A vote AGAINST incumbent nominating committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer, and Michael Newhouse is warranted for lack of diversity on the board. A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is further warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Kim C. Goodman	For	For	For	A vote AGAINST incumbent nominating committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer, and Michael Newhouse is warranted for lack of diversity on the board. A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is further warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.

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Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Thomas M. Rutledge	For	For	For	A vote AGAINST incumbent nominating committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer, and Michael Newhouse is warranted for lack of diversity on the board. A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is further warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Elect Director	Elect Director Eric L. Zinterhofer	For	Against	Against	A vote AGAINST incumbent nominating committee members Eric Zinterhofer, Craig Jacobson, John (Jay) Markley Jr., James Meyer, and Michael Newhouse is warranted for lack of diversity on the board. A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is further warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 11.11 percent of the fees paid to the auditor are for non-audit purposes.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	Against	For	For	A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Require Independent Board Chairman	Require Independent Board Chair	Against	For	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Political Contributions Disclosure	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	For	A vote FOR this proposal is warranted, as more comprehensive information regarding the company's political contribution spending and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.
Charter Communications, Inc.	CHTR	USA	26/04/2022	GHG Emissions	Disclose Climate Action Plan and GHG Emissions Reduction Targets	Against	For	For	A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction goals aligned with Paris Agreement goals, would allow shareholders to better assess how the company is mitigating climate change related risks.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Report on EEO	Adopt Policy to Annually Disclose EEO-1 Data	Against	For	For	A vote FOR this proposal is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
Charter Communications, Inc.	CHTR	USA	26/04/2022	Report on EEO	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	Against	For	For	A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Charter's diversity, equity and inclusion efforts and management of related risks.
Charter Hall Group	CHC	Australia	11/11/2021	Elect Director	Elect Jacqueline Chow as Director	For	For	For	A vote FOR Jacqueline Chow is warranted as no material issues have been identified regarding board and committee composition resulting from her nomination.
Charter Hall Group	CHC	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST this resolution is warranted. Quantitative analysis indicates a medium level of concern of misalignment of pay, performance and shareholder outcomes. Whilst financial performance and investor returns have been good, the CEO's total remuneration is well above the median of market cap and industry peers. The remuneration framework continues to be well structured, with CEO fixed remuneration being in line with market peers, while bonuses are also consistent with targets and results, however, somewhat outsized.The primary reason for this recommendation is the proposal to offer the CEO a near \$16 million retention grant as proposed in Item 6 of the agenda. This is in addition to the STI and LTI opportunities which are disclosed to be increasing in FY22 and the maximum STI and LTI vesting outcomes in FY21. While the board proposes certain performance measures (include TSR CAGR in the range of 12-15 percent) in the retention grant, these are not considered to involve sufficient rigor especially noting the disclosure as part of the FY19 LTI vesting outcomes that TSR over the performance period was 36.8 percent per annum.Concerns in the FY21 remuneration report are also noted in regard to the following:" The CEO's STI bonus and LTI grant which are well above the median of market cap and industry peers. In FY22, the CEO's target STI opportunity will also increase from 100 percent to 150 percent of fixed remuneration and the target LTI opportunity will increase from 150 percent to 200 percent of fixed remuneration, representing a material increase in the CEO's total remuneration opportunity moving further above many market cap and industry peers." There is a continued absence of appropriate transparency of specific and quantified STI targets which represents inferior disclosure compared with the better practices amongst market cap and industry peers;" The allocation of LTI awards is based on fair value which is inconsistent with good governance expectations and practices of the vast majority of market cap and industry peers. The fair value methodology is an accounting requirement however is broadly discredited for the purposes of determining LTI grants given this results in obfuscating excessive remuneration;" The TSR comparator group in the LTI is overly narrow; and" The relative TSR hurdle lacks a positive TSR gateway to ensure vesting of bonuses for positive investor returns.
Charter Hall Group	CHC	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of Service Rights to David Harrison	For	For	For	A vote FOR the resolutions to approve the grant of service rights (Item 4) representing the deferred FY21 STI bonus and the FY22 LTI grant of performance rights (Item 5) is warranted.* The FY21 STI bonus deferral is consistent with market practice and no material misalignment with performance has been observed in relation to the FY21 STI, and* The FY22 LTI grant has relative TSR and Operating EPS growth targets which are aligned with improved performance and shareholder returns. However, concerns are raised for* the high quantum of the STI and LTI awards,* the narrow TSR comparator group in the LTI,* the lack of a positive TSR gateway in the LTI grant,* allocation of the service rights and performance rights using a discounted "fair value" of securities, and* OEPS growth targets in the LTI of 5 percent to 7 percent appearing to be less than rigorous having regard to the recent strong results.
Charter Hall Group	CHC	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to David Harrison	For	For	For	A vote FOR the resolutions to approve the grant of service rights (Item 4) representing the deferred FY21 STI bonus and the FY22 LTI grant of performance rights (Item 5) is warranted.* The FY21 STI bonus deferral is consistent with market practice and no material misalignment with performance has been observed in relation to the FY21 STI, and* The FY22 LTI grant has relative TSR and Operating EPS growth targets which are aligned with improved performance and shareholder returns. However, concerns are raised for* the high quantum of the STI and LTI awards,* the narrow TSR comparator group in the LTI,* the lack of a positive TSR gateway in the LTI grant,* allocation of the service rights and performance rights using a discounted "fair value" of securities, and* OEPS growth targets in the LTI of 5 percent to 7 percent appearing to be less than rigorous having regard to the recent strong results.

Charter Hall Group	CHC	Australia	11/11/2021	Approve Share Plan Grant	Approve Issuance of ROP Performance Rights to David Harrison	For	Against	Against	A vote AGAINST the issuance of ROP performance rights to the CEO is warranted. This represents a grant of approximately \$16 million at the prevailing share price which is materially in excess of accepted standards in this market. It is noted that the CEO's existing STIs and LTIs have vested at maximum levels in FY21 and disclosure indicates that STI and LTI opportunities will be increased from FY22. Quantitative pay for performance analysis indicates a medium level of concern for misalignment of remuneration, and this grant exacerbates concerns. Additional concerns are noted that: " The ROP appears to be intended as a one-off retention mechanism, however, this is in addition to annual STI and LTI opportunities, and the quantum is grossly in excess of what shareholders in this market typically accept as reasonable." The TSR growth in the range of 12 percent to 15 percent per annum is not considered to represent sufficient outperformance to warrant a \$16 million bonus at prevailing face value, having regard for the fact that three-year OEPS disclosed in the vesting of the FY19 LTI was 22.5 percent and TSR growth over that period was 36.8 percent." Disclosure indicates that the calculation of performance against the performance conditions and the vesting outcomes will be determined by the Board in its absolute discretion which raises material concern for an excessive and misaligned remuneration opportunity and the nature and extent of board discretion.
Charter Hall Group	CHC	Australia	11/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	None	For	For	A vote FOR the increase in the maximum aggregate NED remuneration cap is warranted. It is disclosed that the proposed increase is sought to allow for the appointment of additional directors as part of board refreshment and to pass an increase in individual NED fees, noting that NED fees are not presently excessive or problematic.
Chorus Ltd.	CNU	New Zealand	27/10/2021	Elect Director	Elect Patrick Strange as Director	For	For	For	Items 1 and 3A vote FOR the (re)-election of Patrick Strange and Miriam Dean is warranted. Their presence supports the continued composition of an entirely independent Chorus board and no corporate governance concerns have been identified in relation to their nomination. Item 4A qualified vote FOR the re-election of independent non-executive director Murray Jordan is warranted. The qualification is to highlight that he is the chairman of Chorus' remuneration committee and problematic pay practices are observed.
Chorus Ltd.	CNU	New Zealand	27/10/2021	Elect Director	Elect Miriam Dean as Director	For	For	For	Items 1 and 3A vote FOR the (re)-election of Patrick Strange and Miriam Dean is warranted. Their presence supports the continued composition of an entirely independent Chorus board and no corporate governance concerns have been identified in relation to their nomination. Item 4A qualified vote FOR the re-election of independent non-executive director Murray Jordan is warranted. The qualification is to highlight that he is the chairman of Chorus' remuneration committee and problematic pay practices are observed.
Chorus Ltd.	CNU	New Zealand	27/10/2021	Authorize Board to Fix Remuneration of External	Authorize Board to Fix Remuneration of the Auditors	For	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified in relation to the fees paid to the auditor.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 46	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Elect Director	Elect Director Okuda, Osamu	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Elect Director	Elect Director Yamada, Hisafumi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Elect Director	Elect Director Itagaki, Toshiaki	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Chugai Pharmaceutical Co., Ltd.	4519	Japan	29/03/2022	Elect Director	Elect Director Momoi, Mariko	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director David M. Cordani	For	For	For	A vote AGAINST incumbent nominating committee members William (Bill) DeLaney, Elder Granger, Mark McClellan and Donna Zarcone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director William J. DeLaney	For	Against	Against	A vote AGAINST incumbent nominating committee members William (Bill) DeLaney, Elder Granger, Mark McClellan and Donna Zarcone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Eric J. Foss	For	For	For	A vote AGAINST incumbent nominating committee members William (Bill) DeLaney, Elder Granger, Mark McClellan and Donna Zarcone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Elder Granger	For	Against	Against	A vote AGAINST incumbent nominating committee members William (Bill) DeLaney, Elder Granger, Mark McClellan and Donna Zarcone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Neesha Hathi	For	For	For	A vote AGAINST incumbent nominating committee members William (Bill) DeLaney, Elder Granger, Mark McClellan and Donna Zarcone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director George Kurian	For	For	For	A vote AGAINST incumbent nominating committee members William (Bill) DeLaney, Elder Granger, Mark McClellan and Donna Zarcone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Kathleen M. Mazzarella	For	For	For	A vote AGAINST incumbent nominating committee members William (Bill) DeLaney, Elder Granger, Mark McClellan and Donna Zarcone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Mark B. McClellan	For	Against	Against	A vote AGAINST incumbent nominating committee members William (Bill) DeLaney, Elder Granger, Mark McClellan and Donna Zarcone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Kimberly A. Ross	For	For	For	A vote AGAINST incumbent nominating committee members William (Bill) DeLaney, Elder Granger, Mark McClellan and Donna Zarcone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Eric C. Wiseman	For	For	For	A vote AGAINST incumbent nominating committee members William (Bill) DeLaney, Elder Granger, Mark McClellan and Donna Zarcone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Cigna Corporation	CI	USA	27/04/2022	Elect Director	Elect Director Donna F. Zarcone	For	Against	Against	A vote AGAINST incumbent nominating committee members William (Bill) DeLaney, Elder Granger, Mark McClellan and Donna Zarcone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Cigna Corporation	CI	USA	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following concerns: " A majority of equity awards to the CEO are not tied to performance-contingent pay elements; " High CEO pay relative to company performance compared to the company's peers.
Cigna Corporation	CI	USA	27/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 5.66 percent of the fees paid to the auditor are for non-audit purposes.
Cigna Corporation	CI	USA	27/04/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.
Cigna Corporation	CI	USA	27/04/2022	Gender Pay Gap	Report on Gender Pay Gap	Against	For	For	A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives.

Cigna Corporation	CI	USA	27/04/2022	Political Contributions Disclosure	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	For	A vote FOR this proposal is warranted, as more comprehensive information comparing Cigna's public policy statements and its direct and indirect political contributions and nonprofit organisation participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks from political activities conducted by its partners.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director M. Michele Burns	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Wesley G. Bush	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Michael D. Capellas	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Mark Garrett	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director John D. Harris, II	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Kristina M. Johnson	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Roderick C. McGeary	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Charles H. Robbins	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Brenton L. Saunders	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Lisa T. Su	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Elect Director	Elect Director Marianna Tessel	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are relatively aligned for the year in review. The majority of the long-term incentive program remains performance-based and the majority of annual incentives for the year in review were based on financial goals, indicating an alignment between CEO pay and company performance. Moreover, performance equity utilises a multi-year measurement period.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Cisco Systems, Inc.	CSCO	USA	13/12/2021	Amend Proxy Access Right	Amend Proxy Access Right	Against	For	For	A vote FOR this proposal is warranted as it would enhance the company's proxy access right for shareholders while maintaining safeguards in the nomination process.
Citrix Systems, Inc.	CTXS	USA	21/04/2022	Approve Merger Agreement	Approve Merger Agreement	For	For	For	The sales process was competitive, shareholders are receiving a premium to the unaffected price, and there is downside risk of non-approval. The cash form of consideration also provides CTXS shareholders with liquidity and certainty of value. As such, support FOR the proposed transaction is warranted.
Citrix Systems, Inc.	CTXS	USA	21/04/2022	Advisory Vote on Golden Parachutes	Advisory Vote on Golden Parachutes	For	Against	Against	A vote AGAINST the proposal is warranted. Cash severance is double trigger and of a reasonable basis and outstanding unvested equity will only accelerate upon a qualifying termination. However, two former executives are entitled to large cash payments in connection with the merger, in addition to contractually obligated severance benefits without any rationale provided.
Citrix Systems, Inc.	CTXS	USA	21/04/2022	Adjourn Meeting	Adjourn Meeting	For	For	For	A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.
CK Asset Holdings Limited	1113	Cayman Islands	19/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
CK Asset Holdings Limited	1113	Cayman Islands	19/05/2022	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
CK Asset Holdings Limited	1113	Cayman Islands	19/05/2022	Elect Director	Elect Kam Hing Lam as Director	For	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
CK Asset Holdings Limited	1113	Cayman Islands	19/05/2022	Elect Director	Elect Chung Sun Keung, Davy as Director	For	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
CK Asset Holdings Limited	1113	Cayman Islands	19/05/2022	Elect Director	Elect Pau Yee Wan, Ezra as Director	For	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
CK Asset Holdings Limited	1113	Cayman Islands	19/05/2022	Elect Director	Elect Hung Siu-lin, Katherine as Director	For	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
CK Asset Holdings Limited	1113	Cayman Islands	19/05/2022	Elect Director	Elect Colin Stevens Russel as Director	For	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
CK Asset Holdings Limited	1113	Cayman Islands	19/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
CK Asset Holdings Limited	1113	Cayman Islands	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	For	A vote FOR the general share issuance mandate is warranted for the following: * The share issuance limit does not exceed 10 percent of the relevant class of shares. * The company has specified a discount limit which is 10 percent.
CK Asset Holdings Limited	1113	Cayman Islands	19/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Cleanaway Waste Management Limited	CWY	Australia	22/10/2021	Elect Director	Elect Ray Smith as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Raymond (Ray) Smith are warranted for lack of diversity on the board. A vote FOR director nominee Ingrid Player is warranted.
Cleanaway Waste Management Limited	CWY	Australia	22/10/2021	Elect Director	Elect Ingrid Player as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Raymond (Ray) Smith are warranted for lack of diversity on the board. A vote FOR director nominee Ingrid Player is warranted.
Cleanaway Waste Management Limited	CWY	Australia	22/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Mark Schubert	For	For	For	A vote FOR the grant of LTI performance rights is warranted. The performance measures and hurdles are clearly disclosed and appear sufficiently robust and consistent with shareholder interests. The performance period is at the minimum accepted in the Australian market of three years.
Cleanaway Waste Management Limited	CWY	Australia	22/10/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions in the Constitution	For	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Cochlear Limited	COH	Australia	19/10/2021	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Reports of the Directors and Auditors	For	For	For	A vote FOR the company's routine submission of the Financial Report, Directors' Report and Auditors' Report is warranted because no significant concerns have been identified.
Cochlear Limited	COH	Australia	19/10/2021	Elect Director	Elect Alison Deans as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Catriona Alison Deans and Glen Boreham are warranted for lack of diversity on the board. Votes FOR Christine McLoughlin are warranted at this time.
Cochlear Limited	COH	Australia	19/10/2021	Elect Director	Elect Glen Boreham as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Catriona Alison Deans and Glen Boreham are warranted for lack of diversity on the board. Votes FOR Christine McLoughlin are warranted at this time.
Cochlear Limited	COH	Australia	19/10/2021	Elect Director	Elect Christine McLoughlin as Director	For	For	For	Votes AGAINST incumbent Nominating Committee members Catriona Alison Deans and Glen Boreham are warranted for lack of diversity on the board. Votes FOR Christine McLoughlin are warranted at this time.



Cochlear Limited	COH	Australia	19/10/2021	Approve Share Plan Grant	Approve Grant of Options and Performance Rights to Dig Howitt	For	For	For	A qualified vote FOR this resolution is warranted. The structure of the company's LTI grant is consistent with prior year grants, the quantum is not considered to be excessive and there is an appropriate performance period and performance measures with no retesting which all aligns with market expectations and norms.Shareholder concerns in relation to this LTI grant include:* A higher than typical discount applied to the fair value calculation of options and rights giving rise to a higher number of options and rights granted, and* The increase in the CEO's fixed remuneration and LTI award opportunity is high.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Remuneration-Related	Approve Compensation of Benoit Bazin, CEO Since 1 July 2021	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Approve Remuneration Policy	Approve Compensation Report of Corporate Officers	For	For	For	A vote FOR this remuneration report is warranted. However, a concern is raised, as there is a lack of responsiveness following shareholders' dissent at the previous AGM.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Ratify Auditors	Appoint Deloitte & Associes as Auditor	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	Such share buyback programs merit a vote FOR.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.63 per Share	For	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Elect Director	Reelect Pierre-Andre de Chalendar as Director	For	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5 and 6). A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 72.7 percent vs 50 percent recommended) and the absence of specific concerns (Item 4).
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Elect Director	Ratify Appointment of Lina Ghotmeh as Director	For	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5 and 6). A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 72.7 percent vs 50 percent recommended) and the absence of specific concerns (Item 4).
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Elect Director	Elect Thierry Delaporte as Director	For	For	For	Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5 and 6). A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 57.1 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 72.7 percent vs 50 percent recommended) and the absence of specific concerns (Item 4).
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO Until 30 June 2021	For	For	For	A vote FOR this remuneration report is warranted although the following concerns are raised: * The board of directors discretionarily amended the level of achievement of the ROCE performance criterion attached to performance shares plans. The main reasons for support are: * The impact of the discretion is relatively limited; and * There are no other concerns.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Benoit Bazin, Vice-CEO Until 30 June 2021	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Compagnie de Saint-Gobain SA	SGO	France	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board Since 1 July 2021	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Elect Director	Elect Janette Kendall as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Harry Debney, Janette Kendall, and Elizabeth Jane Wilson is warranted for lack of diversity on the board.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Elect Director	Elect Jane Wilson as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Harry Debney, Janette Kendall, and Elizabeth Jane Wilson is warranted for lack of diversity on the board.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Elect Director	Elect Harry Debney as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Harry Debney, Janette Kendall, and Elizabeth Jane Wilson is warranted for lack of diversity on the board.
Costa Group Holdings Limited	CGC	Australia	25/05/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Fee Pool	None	For	For	A vote FOR the proposed increase to the non-executive director's fee cap is warranted. The headroom in the existing cap is presently insufficient to accommodate the appointment of an additional director if sought fit as part of the board refreshment or growth in the board.
CoStar Group, Inc.	CSGP	USA	09/06/2022	Elect Director	Elect Director Michael R. Klein	For	Against	Against	A vote AGAINST incumbent nominating committee members Michael (Mike) Klein, Michael Glosserman, Laura Kaplan and Christopher Nassetta is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
CoStar Group, Inc.	CSGP	USA	09/06/2022	Elect Director	Elect Director Andrew C. Florance	For	For	For	A vote AGAINST incumbent nominating committee members Michael (Mike) Klein, Michael Glosserman, Laura Kaplan and Christopher Nassetta is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
CoStar Group, Inc.	CSGP	USA	09/06/2022	Elect Director	Elect Director Laura Cox Kaplan	For	Against	Against	A vote AGAINST incumbent nominating committee members Michael (Mike) Klein, Michael Glosserman, Laura Kaplan and Christopher Nassetta is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
CoStar Group, Inc.	CSGP	USA	09/06/2022	Elect Director	Elect Director Michael J. Glosserman	For	Against	Against	A vote AGAINST incumbent nominating committee members Michael (Mike) Klein, Michael Glosserman, Laura Kaplan and Christopher Nassetta is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
CoStar Group, Inc.	CSGP	USA	09/06/2022	Elect Director	Elect Director John W. Hill	For	For	For	A vote AGAINST incumbent nominating committee members Michael (Mike) Klein, Michael Glosserman, Laura Kaplan and Christopher Nassetta is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
CoStar Group, Inc.	CSGP	USA	09/06/2022	Elect Director	Elect Director Robert W. Musslewhite	For	For	For	A vote AGAINST incumbent nominating committee members Michael (Mike) Klein, Michael Glosserman, Laura Kaplan and Christopher Nassetta is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
CoStar Group, Inc.	CSGP	USA	09/06/2022	Elect Director	Elect Director Christopher J. Nassetta	For	Against	Against	A vote AGAINST incumbent nominating committee members Michael (Mike) Klein, Michael Glosserman, Laura Kaplan and Christopher Nassetta is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
CoStar Group, Inc.	CSGP	USA	09/06/2022	Elect Director	Elect Director Louise S. Sams	For	For	For	A vote AGAINST incumbent nominating committee members Michael (Mike) Klein, Michael Glosserman, Laura Kaplan and Christopher Nassetta is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
CoStar Group, Inc.	CSGP	USA	09/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 3.32 percent of the fees paid to the auditor are for non-audit purposes.

CoStar Group, Inc.	CSGP	USA	09/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following reasons: * Modified single-trigger provision in a change-in-control agreement; * Excise tax gross-up provision in an agreement; and * The provision for automatic accelerated vesting of equity awards upon a change in control.
CoStar Group, Inc.	CSGP	USA	09/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as a reduction in the ownership threshold to call special meetings would enhance shareholder rights.
Coupa Software Incorporated	COUP	USA	25/05/2022	Elect Director	Elect Director Robert Bernshteyn	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Robert (Rob) Bernshteyn and Frank van Veenendaal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for incumbent nominees Robert (Rob) Bernshteyn and Frank van Veenendaal for lack of diversity on the board. A vote FOR the remaining director nominee Kanika Soni is warranted.
Coupa Software Incorporated	COUP	USA	25/05/2022	Elect Director	Elect Director Frank van Veenendaal	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Robert (Rob) Bernshteyn and Frank van Veenendaal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for incumbent nominees Robert (Rob) Bernshteyn and Frank van Veenendaal for lack of diversity on the board. A vote FOR the remaining director nominee Kanika Soni is warranted.
Coupa Software Incorporated	COUP	USA	25/05/2022	Elect Director	Elect Director Kanika Soni	For	For	For	WITHHOLD votes are warranted for incumbent director nominees Robert (Rob) Bernshteyn and Frank van Veenendaal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for incumbent nominees Robert (Rob) Bernshteyn and Frank van Veenendaal for lack of diversity on the board. A vote FOR the remaining director nominee Kanika Soni is warranted.
Coupa Software Incorporated	COUP	USA	25/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 17.18 percent of the fees paid to the auditor are for non-audit purposes.
Coupa Software Incorporated	COUP	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, but with caution. While the majority of the CEO's FY21 equity awards are performance-based with multi-year goals, some goal rigour concern is noted as the relative TSR metric does not target index outperformance and no vesting cap is disclosed in the event of negative TSR. Additionally, while the majority of the NEOs' annual incentives were based on rigorous financial goals, with payouts capped at target, there are concerns about the continued limited disclosure on individual performance assessments. Further, concern exists that the CEO's relatively high base salary may contribute to future pay-for-performance misalignment. Continued monitoring of pay outcomes is warranted.
Covanta Holding Corporation	CVA	USA	12/10/2021	Approve Merger Agreement	Approve Merger Agreement	For	For	For	In evaluating the proposed transaction, shareholders are receiving a meaningful premium to the unaffected date and historical trading levels and the cash consideration provides certainty of value. There does not appear to have been a catalyst that would change the market perception of CVA, nor enough objective evidence for shareholders to confidently walk away from a premium offer. Additionally, the valuation appears fair, the sales process appears thorough, and there is a potential downside risk of non-approval. Based on these factors, support FOR the proposed transaction is warranted.
Covanta Holding Corporation	CVA	USA	12/10/2021	Advisory Vote on Golden Parachutes	Advisory Vote on Golden Parachutes	For	Against	Against	A vote AGAINST this proposal is warranted. Although cash severance is double trigger, all outstanding equity awards will automatically accelerate in connection with the merger. Additionally, NEOs are entitled to receive problematic excise tax gross-ups pursuant to the merger agreement.
Covanta Holding Corporation	CVA	USA	12/10/2021	Adjourn Meeting	Adjourn Meeting	For	For	For	A vote FOR this agenda item is warranted as the underlying transaction warrants support.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director P. Robert Bartolo	For	For	For	A vote AGAINST incumbent nominating committee members Cindy Christy, Ari Fitzgerald, Andrea Goldsmith, Tammy Jones, and Anthony (Tony) Melone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Jay A. Brown	For	For	For	A vote AGAINST incumbent nominating committee members Cindy Christy, Ari Fitzgerald, Andrea Goldsmith, Tammy Jones, and Anthony (Tony) Melone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Cindy Christy	For	Against	Against	A vote AGAINST incumbent nominating committee members Cindy Christy, Ari Fitzgerald, Andrea Goldsmith, Tammy Jones, and Anthony (Tony) Melone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Ari Q. Fitzgerald	For	Against	Against	A vote AGAINST incumbent nominating committee members Cindy Christy, Ari Fitzgerald, Andrea Goldsmith, Tammy Jones, and Anthony (Tony) Melone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Andrea J. Goldsmith	For	Against	Against	A vote AGAINST incumbent nominating committee members Cindy Christy, Ari Fitzgerald, Andrea Goldsmith, Tammy Jones, and Anthony (Tony) Melone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Tammy K. Jones	For	Against	Against	A vote AGAINST incumbent nominating committee members Cindy Christy, Ari Fitzgerald, Andrea Goldsmith, Tammy Jones, and Anthony (Tony) Melone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Anthony J. Melone	For	Against	Against	A vote AGAINST incumbent nominating committee members Cindy Christy, Ari Fitzgerald, Andrea Goldsmith, Tammy Jones, and Anthony (Tony) Melone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director W. Benjamin Moreland	For	For	For	A vote AGAINST incumbent nominating committee members Cindy Christy, Ari Fitzgerald, Andrea Goldsmith, Tammy Jones, and Anthony (Tony) Melone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Kevin A. Stephens	For	For	For	A vote AGAINST incumbent nominating committee members Cindy Christy, Ari Fitzgerald, Andrea Goldsmith, Tammy Jones, and Anthony (Tony) Melone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Elect Director	Elect Director Matthew Thornton, III	For	For	For	A vote AGAINST incumbent nominating committee members Cindy Christy, Ari Fitzgerald, Andrea Goldsmith, Tammy Jones, and Anthony (Tony) Melone is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 2.09 percent of the fees paid to the auditor are for non-audit purposes.
Crown Castle International Corp.	CCI	USA	19/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Crown Castle International Corp.	CCI	USA	19/05/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	For	A vote FOR this proposal is warranted given that the proposed increase in the number of authorised common shares is reasonable and there are no substantial concerns about the company's past use of shares.
Crown Castle International Corp.	CCI	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. A majority of the CEO's pay is conditioned on objective financial performance, and the majority of equity grants are earned based on a multi-year performance period.
CSL Limited	CSL	Australia	12/10/2021	Elect Director	Elect Brian McNamee as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Brian McNamee are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted as no material corporate governance issues have been identified. It is noted that Andrew Cuthbertson is classified as a non-independent director given his prior executive role.
CSL Limited	CSL	Australia	12/10/2021	Elect Director	Elect Andrew Cuthbertson as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Brian McNamee are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted as no material corporate governance issues have been identified. It is noted that Andrew Cuthbertson is classified as a non-independent director given his prior executive role.

CSL Limited	CSL	Australia	12/10/2021	Elect Director	Elect Alison Watkins as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Brian McNamee are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted as no material corporate governance issues have been identified. It is noted that Andrew Cuthbertson is classified as a non-independent director given his prior executive role.
CSL Limited	CSL	Australia	12/10/2021	Elect Director	Elect Duncan Maskell as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Brian McNamee are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted as no material corporate governance issues have been identified. It is noted that Andrew Cuthbertson is classified as a non-independent director given his prior executive role.
CSL Limited	CSL	Australia	12/10/2021	Approve Share Plan Grant	Approve Grant of Performance Share Units to Paul Perreault	For	Against	Against	A vote AGAINST the grant of PSUs to CEO Paul Perreault is warranted.* The quantum of the award is excessive,* The seven-year performance period for the ROIC performance measures includes four prior years' performance outcomes that already known and achieved and may allow the performance targets to be achieved with lower performance over three prospective years – this structure may provide for greater certainty of vesting, with the potential of smoothing or duplicating the executive reward for performance that has already been achieved,* The maximum ROIC hurdle have been reduced from 23 percent in the FY21 LTI grant to 21.4 percent, whereas the threshold ROIC remains unchanged at 20 percent – this also represents a very narrow range of performance,* The Investment Hurdle Rate (IHR) gateway measure continues not to be disclosed, and* The Earnings Per Share growth targets have been set at an insufficiently challenging level with a threshold set at 5 percent.
CSL Limited	CSL	Australia	12/10/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Approval Provisions in Constitution	For	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Fernando Aguirre	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director C. David Brown, II	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Alecia A. DeCoudreaux	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Nancy-Ann M. DeParle	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Roger N. Farah	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Anne M. Finucane	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Edward J. Ludwig	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Karen S. Lynch	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Jean-Pierre Millon	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director Mary L. Schapiro	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
CVS Health Corporation	CVS	USA	11/05/2022	Elect Director	Elect Director William C. Weldon	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
CVS Health Corporation	CVS	USA	11/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 7.10 percent of the fees paid to the auditor are for non-audit purposes.
CVS Health Corporation	CVS	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR the proposal is warranted. The 2021 STI financial metric target was set lower than the prior year's results. However, the target was set higher than the prior year's results after excluding the incremental positive impact of the pandemic that resulted in discretionary reductions in 2020. There is some concern surrounding lack of clear disclosure related to the customer service/satisfaction metric. However, the STI program is predominantly based on an objective financial metric, and 75 percent of long-term incentives are delivered in performance shares earned based on clearly disclosed multi-year goals. Continued monitoring of STI goal setting and disclosure is warranted.
CVS Health Corporation	CVS	USA	11/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.
CVS Health Corporation	CVS	USA	11/05/2022	Require Independent Board Chairman	Require Independent Board Chair	Against	For	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
CVS Health Corporation	CVS	USA	11/05/2022	Miscellaneous -- Environmental & Social Counterproposal	Commission a Workplace Non-Discrimination Audit	Against	Against	Against	A vote AGAINST this resolution is warranted, as the company has enhanced its reporting around its diversity and inclusion initiatives, EEO-1 reporting, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights. BACKGROUND INFORMATION Policies: Racial Equity and/or Civil Rights Audit Guidelines
CVS Health Corporation	CVS	USA	11/05/2022	Labor Issues - Discrimination and Miscellaneous	Adopt a Policy on Paid Sick Leave for All Employees	Against	For	For	A vote FOR this resolution is warranted as it would provide shareholders with greater assurance that the company's workforce has reasonable access to sick leave, which would provide consistent expectations as concerns regarding societal health are on the rise. Additionally, the implementation of this proposal would allow shareholders to better assess whether the company is adhering to its stated commitment to colleague health and its management of related-risks.
CVS Health Corporation	CVS	USA	11/05/2022	Product Toxicity and Safety	Report on External Public Health Costs and Impact on Diversified Shareholders	Against	For	For	A vote FOR this proposal is warranted as shareholders would benefit from an increased disclosure and understanding of the company's food, beverage, and candy business, and its role in the obesity epidemic and related health concerns.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 13.5	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Manabe, Sunao	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Hirashima, Shoji	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Otsuki, Masahiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Okuzawa, Hiroyuki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Uji, Noritaka	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Kama, Kazuaki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Nohara, Sawako	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Fukuoka, Takashi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Elect Director	Elect Director Komatsu, Yasuhiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor Imazu, Yukiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor Matsumoto, Mitsuhiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Daiichi Sankyo Co., Ltd.	4568	Japan	27/06/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	For	A vote FOR this proposal is warranted because: " This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Dexus	DXS	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST the remuneration report is warranted. A misalignment of pay, performance and shareholder outcomes is observed and certain problematic pay practices in connection with the grant of retention rights to executives (including the CEO) are inconsistent with shareholder interests and outcomes." STI bonuses are materially higher than in the prior year and at maximum, LTI vesting is at maximum and the board has approved a grant of retention rights compounding misalignment with shareholder interests." The rigour of STI performance hurdles is questioned given threshold AFFO growth per security is negative 1 percent and target at 0 percent growth." Non-financial objectives in the FY21 STI are questioned in offering bonuses for the 'day job', with disclosure indicating that these have been consistently achieved since FY14" The retention rights granted to the non-CEO executives are subject to employment and time-based vesting, with no performance conditions." The CEO's retention rights are subject to non-financial performance measures with unclear performance hurdles, raising concerns for increased certainty of vesting and misalignment of board discretion with shareholder outcomes." The vesting of the retention rights will commence within three years from the date of grant, which is inconsistent with the long-term focus of investors." The board introduced a below the range threshold for AFFO growth in the FY21 LTI, where 25 percent of the AFFO component would vest if the target was not achieved, whereas previously there was no bonus.
Dexus	DXS	Australia	19/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Darren Steinberg	For	Against	Against	A vote AGAINST this resolution is warranted." Non-financial measures have been introduced to this FY22 LTI, representing 20 percent, which appears to be assessed against "day job" duties (eg development, investment and divestment, and growth in funds management); and" Concerns for the rigour of targets are noted.
Dexus	DXS	Australia	19/10/2021	Elect Director	Elect Warwick Negus as Director	For	For	For	A vote AGAINST incumbent nomination committee members Penelope (Penny) Bingham-Hall and Toniaanne Dwyer is warranted for lack of diversity on the board. A vote FOR new director nominee Warnick Negus is warranted at this time as no material issues have been identified regarding his election to the board.
Dexus	DXS	Australia	19/10/2021	Elect Director	Elect Penny Bingham-Hall as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Penelope (Penny) Bingham-Hall and Toniaanne Dwyer is warranted for lack of diversity on the board. A vote FOR new director nominee Warnick Negus is warranted at this time as no material issues have been identified regarding his election to the board.
Dexus	DXS	Australia	19/10/2021	Elect Director	Elect Toniaanne Dwyer as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Penelope (Penny) Bingham-Hall and Toniaanne Dwyer is warranted for lack of diversity on the board. A vote FOR new director nominee Warnick Negus is warranted at this time as no material issues have been identified regarding his election to the board.
Dexus	DXS	Australia	19/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to the Constitutions	For	Against	Against	A vote AGAINST this resolution is warranted:" The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means." While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders." It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders from approving this provision at present." Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
DocuSign, Inc.	DOCU	USA	03/06/2022	Elect Director	Elect Director Teresa Briggs	For	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Daniel (Dan) Springer, Teresa Briggs, and Blake Irving given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating committee member Blake Irving for lack of diversity on the board.
DocuSign, Inc.	DOCU	USA	03/06/2022	Elect Director	Elect Director Blake J. Irving	For	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Daniel (Dan) Springer, Teresa Briggs, and Blake Irving given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating committee member Blake Irving for lack of diversity on the board.
DocuSign, Inc.	DOCU	USA	03/06/2022	Elect Director	Elect Director Daniel D. Springer	For	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Daniel (Dan) Springer, Teresa Briggs, and Blake Irving given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating committee member Blake Irving for lack of diversity on the board.
DocuSign, Inc.	DOCU	USA	03/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.42 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Domain Holdings Australia Ltd.	DHG	Australia	04/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR this resolution is warranted. There is no material misalignment between pay and performance and shareholder outcomes for the period under review. However, the following concerns are raised:" EBITDA appears as a performance measure in both the STI and LTI, indicating that executives have the potential to be rewarded twice for the same EBITDA objectives." Executives and directors which opted to receive rights at a low share price under Project Zipline, received a disproportionate benefit, when other larger ASX-listed entities accepted a voluntary reduction in fixed remuneration." The increased weighting in the STI towards undisclosed non-financial performance measures which appear to be "day job" duties of executives." Non-disclosure of the EBITDA CAGR target in the LTI.
Domain Holdings Australia Ltd.	DHG	Australia	04/11/2021	Elect Director	Elect Mike Sneesby as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Diana Eilert are warranted for lack of diversity on the board.A qualified vote FOR the non-independent shareholder representative, Michael (Mike) Sneesby, is warranted. He represents the majority shareholder, Nine Entertainment. However, corporate governance concerns are noted given that the board is not majority independent. A vote FOR Gregory (Greg) Ellis is warranted at this time.
Domain Holdings Australia Ltd.	DHG	Australia	04/11/2021	Elect Director	Elect Diana Eilert as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Diana Eilert are warranted for lack of diversity on the board.A qualified vote FOR the non-independent shareholder representative, Michael (Mike) Sneesby, is warranted. He represents the majority shareholder, Nine Entertainment. However, corporate governance concerns are noted given that the board is not majority independent. A vote FOR Gregory (Greg) Ellis is warranted at this time.
Domain Holdings Australia Ltd.	DHG	Australia	04/11/2021	Elect Director	Elect Greg Ellis as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Diana Eilert are warranted for lack of diversity on the board.A qualified vote FOR the non-independent shareholder representative, Michael (Mike) Sneesby, is warranted. He represents the majority shareholder, Nine Entertainment. However, corporate governance concerns are noted given that the board is not majority independent. A vote FOR Gregory (Greg) Ellis is warranted at this time.
Domain Holdings Australia Ltd.	DHG	Australia	04/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Jason Pellegrino	For	For	For	A vote FOR this resolution is warranted. The relative TSR and EBITDA CAGR performance measures and three-year performance period, are in line with Australian market practice and shareholder expectations.However, the non-disclosure of EBITDA CAGR hurdles raises corporate governance concerns and questions whether the grant is sufficiently tied to improved shareholder wealth outcomes in line with shareholder expectations. There is also disclosure of the board's discretion in the relative TSR hurdle to permit vesting if TSR is negative, which raises concerns for misalignment with shareholder outcomes in the absence of a positive TSR gateway.
Doosan Fuel Cell Co., Ltd.	336260	South Korea	29/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.

Doosan Fuel Cell Co., Ltd.	336260	South Korea	29/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation	For	For	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
Doosan Fuel Cell Co., Ltd.	336260	South Korea	29/03/2022	Approve Retirement Bonuses for Directors	Approve Terms of Retirement Pay	For	For	For	A vote FOR this proposal is warranted because the proposed terms of executives' severance pay are in line with the general market practice.
Doosan Fuel Cell Co., Ltd.	336260	South Korea	29/03/2022	Elect Directors (Bundled)	Elect Two Inside Directors and Two Outside Directors (Bundled)	For	Against	Against	Votes AGAINST this item are warranted for lack of diversity on the board.
Doosan Fuel Cell Co., Ltd.	336260	South Korea	29/03/2022	Elect Member of Audit Committee	Elect Two Members of Audit Committee (Bundled)	For	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
Doosan Fuel Cell Co., Ltd.	336260	South Korea	29/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	For	A vote FOR this item is warranted because: " The company is not proposing an increase in the directors' remuneration limit; and" The level of the directors' remuneration cap is high relative to the market average but is within a reasonable range.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Elect Director	Re-elect Louise Smalley as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Geoffrey (Geoff) Drabble, Miles Roberts, Rupert Soames, Celia Baxter, Alina Kessel, David Robbie and Louise Smalley are warranted for lack of diversity on the board.A vote FOR director nominee Adrian Marsh is warranted.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Elect Director	Re-elect Rupert Soames as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Geoffrey (Geoff) Drabble, Miles Roberts, Rupert Soames, Celia Baxter, Alina Kessel, David Robbie and Louise Smalley are warranted for lack of diversity on the board.A vote FOR director nominee Adrian Marsh is warranted.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	For	A vote FOR this resolution is considered warranted at this time.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Authorize Board to Fix Remuneration of External	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because only 2.2 percent of the total fees paid to the auditor are for non-audit purposes.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this resolution is considered warranted, although it is not without concerns:" The bonus payouts during the year are near maximum, which are largely a result of reduced performance targets only." The CFO's LTIP award level for FY2021/22 was increased from 175% of salary to 200%.The main reasons for support are:" The Company's performance during the year is considered to remain robust (based on its profitability despite Covid-19), with government furlough support repaid and dividends reinstated. It is also recognised that no bonuses were made in FY2019/20." The performance targets for FY2021/22 LTIP awards were increased and the CFO's shareholding requirement was increased to align with the increased LTIP award level.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Elect Director	Re-elect Geoff Drabble as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Geoffrey (Geoff) Drabble, Miles Roberts, Rupert Soames, Celia Baxter, Alina Kessel, David Robbie and Louise Smalley are warranted for lack of diversity on the board. A vote FOR director nominee Adrian Marsh is warranted.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Elect Director	Re-elect Miles Roberts as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Geoffrey (Geoff) Drabble, Miles Roberts, Rupert Soames, Celia Baxter, Alina Kessel, David Robbie and Louise Smalley are warranted for lack of diversity on the board. A vote FOR director nominee Adrian Marsh is warranted.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Elect Director	Re-elect Adrian Marsh as Director	For	For	For	Votes AGAINST incumbent Nominating Committee members Geoffrey (Geoff) Drabble, Miles Roberts, Rupert Soames, Celia Baxter, Alina Kessel, David Robbie and Louise Smalley are warranted for lack of diversity on the board. A vote FOR director nominee Adrian Marsh is warranted.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Elect Director	Re-elect Celia Baxter as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Geoffrey (Geoff) Drabble, Miles Roberts, Rupert Soames, Celia Baxter, Alina Kessel, David Robbie and Louise Smalley are warranted for lack of diversity on the board. A vote FOR director nominee Adrian Marsh is warranted.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Elect Director	Re-elect Alina Kessel as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Geoffrey (Geoff) Drabble, Miles Roberts, Rupert Soames, Celia Baxter, Alina Kessel, David Robbie and Louise Smalley are warranted for lack of diversity on the board. A vote FOR director nominee Adrian Marsh is warranted.
DS Smith Plc	SMDS	United Kingdom	07/09/2021	Elect Director	Re-elect David Robbie as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Geoffrey (Geoff) Drabble, Miles Roberts, Rupert Soames, Celia Baxter, Alina Kessel, David Robbie and Louise Smalley are warranted for lack of diversity on the board. A vote FOR director nominee Adrian Marsh is warranted.
East Japan Railway Co.	9020	Japan	22/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 50	For	For	For	A vote FOR this proposal is warranted because: " The company's reserves are still adequate to cover the dividend.
East Japan Railway Co.	9020	Japan	22/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Tomita, Tetsuro	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Amano, Reiko	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Kawamoto, Hiroko	For	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Iwamoto, Toshio	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Fukasawa, Yuji	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Kise, Yoichi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Ise, Katsumi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Ichikawa, Totoro	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Ouchi, Atsushi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Ito, Atsuko	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Watari, Chiharu	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
East Japan Railway Co.	9020	Japan	22/06/2022	Elect Director	Elect Director Ito, Motoshige	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.

East Japan Railway Co.	9020	Japan	22/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor Koike, Hiroshi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Craig Arnold	For	For	For	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Christopher M. Connor	For	Against	Against	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Olivier Leonetti	For	For	For	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Deborah L. McCoy	For	Against	Against	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Silvio Napoli	For	For	For	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Gregory R. Page	For	For	For	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Sandra Pianalto	For	For	For	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Robert V. Pragada	For	For	For	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Lori J. Ryerkerk	For	For	For	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Gerald B. Smith	For	Against	Against	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Dorothy C. Thompson	For	Against	Against	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Elect Director	Elect Director Darryl L. Wilson	For	Against	Against	A vote AGAINST incumbent nominating committee members Christopher Connor, Deborah McCoy, Gerald Smith, Dorothy Thompson, and Darryl Wilson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this item is warranted because only 6.36 percent of the fees paid to the auditor are for non-audit purposes.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. The majority of pay is conditioned on objective financial performance metrics, resulting in an alignment between CEO pay and company performance.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorize Issue of Equity with Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase of Issued Share Capital	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are reasonable. Further, the board is using share buybacks to return value to shareholders and all shareholders may participate on equal terms.
Eaton Corporation plc	ETN	Ireland	27/04/2022	Company Specific - Equity Related	Approve Capitalization and Related Capital Reduction to Create Distributable Reserves	For	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
eBay, Inc.	EBAY	USA	08/06/2022	Elect Director	Elect Director Adriane M. Brown	For	For	For	A vote AGAINST incumbent nominating committee members Paul Pressler, Kathleen (Katie) Mitic and Perry Traquina is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
eBay, Inc.	EBAY	USA	08/06/2022	Elect Director	Elect Director Logan D. Green	For	For	For	A vote AGAINST incumbent nominating committee members Paul Pressler, Kathleen (Katie) Mitic and Perry Traquina is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
eBay, Inc.	EBAY	USA	08/06/2022	Elect Director	Elect Director E. Carol Hayles	For	For	For	A vote AGAINST incumbent nominating committee members Paul Pressler, Kathleen (Katie) Mitic and Perry Traquina is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
eBay, Inc.	EBAY	USA	08/06/2022	Elect Director	Elect Director Jamie Iannone	For	For	For	A vote AGAINST incumbent nominating committee members Paul Pressler, Kathleen (Katie) Mitic and Perry Traquina is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
eBay, Inc.	EBAY	USA	08/06/2022	Elect Director	Elect Director Kathleen C. Mitic	For	Against	Against	A vote AGAINST incumbent nominating committee members Paul Pressler, Kathleen (Katie) Mitic and Perry Traquina is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
eBay, Inc.	EBAY	USA	08/06/2022	Elect Director	Elect Director Paul S. Pressler	For	Against	Against	A vote AGAINST incumbent nominating committee members Paul Pressler, Kathleen (Katie) Mitic and Perry Traquina is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
eBay, Inc.	EBAY	USA	08/06/2022	Elect Director	Elect Director Mohak Shroff	For	For	For	A vote AGAINST incumbent nominating committee members Paul Pressler, Kathleen (Katie) Mitic and Perry Traquina is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
eBay, Inc.	EBAY	USA	08/06/2022	Elect Director	Elect Director Robert H. Swan	For	For	For	A vote AGAINST incumbent nominating committee members Paul Pressler, Kathleen (Katie) Mitic and Perry Traquina is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
eBay, Inc.	EBAY	USA	08/06/2022	Elect Director	Elect Director Perry M. Traquina	For	Against	Against	A vote AGAINST incumbent nominating committee members Paul Pressler, Kathleen (Katie) Mitic and Perry Traquina is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
eBay, Inc.	EBAY	USA	08/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 14.29 percent of the fees paid to the auditor are for non-audit purposes.
eBay, Inc.	EBAY	USA	08/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. The annual cash bonuses and long-term equity awards are primarily performance-based with performance shares relying on multi-year performance periods.
eBay, Inc.	EBAY	USA	08/06/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	For	A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.
eBay, Inc.	EBAY	USA	08/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.
Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director Shari L. Ballard	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.

Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director Barbara J. Beck	For	Against	Against	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director Christophe Beck	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director Jeffrey M. Ettinger	For	Against	Against	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director Arthur J. Higgins	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director Michael Larson	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director David W. MacLennan	For	Against	Against	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director Tracy B. McKibben	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director Lionel L. Nowell, III	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director Victoria J. Reich	For	Against	Against	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director Suzanne M. Vautrinot	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ecolab Inc.	ECL	USA	05/05/2022	Elect Director	Elect Director John J. Zillmer	For	For	For	A vote AGAINST incumbent nominating committee members Jeffrey Ettinger, Barbara Beck, David MacLennan, and Victoria Reich is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ecolab Inc.	ECL	USA	05/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.48 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Ecolab Inc.	ECL	USA	05/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	Against	Against	A vote AGAINST this proposal is warranted as the proposed right could be unilaterally exercised by a single active shareholder.
ECOPRO Co., Ltd.	086520	South Korea	30/03/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements	For	For	For	Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval.The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
ECOPRO Co., Ltd.	086520	South Korea	30/03/2022	Approve Allocation of Income and Dividends	Approve Appropriation of Income	For	For	For	Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval.The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
ECOPRO Co., Ltd.	086520	South Korea	30/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation	For	For	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
ECOPRO Co., Ltd.	086520	South Korea	30/03/2022	Elect Director	Elect Kim Byeong-hun as Inside Director	For	For	For	A vote FOR Byeong-hun Kim (Item 4.1) and Jae-ha Park (Item 4.2) is warranted although both are considered as non-independent directors under Social Advisory Services classification, as there are no issues concerning the board's independence. Votes FOR the remaining nominees are warranted.
ECOPRO Co., Ltd.	086520	South Korea	30/03/2022	Elect Director	Elect Park Jae Ha as Inside Director	For	For	For	A vote FOR Byeong-hun Kim (Item 4.1) and Jae-ha Park (Item 4.2) is warranted although both are considered as non-independent directors under Social Advisory Services classification, as there are no issues concerning the board's independence. Votes FOR the remaining nominees are warranted.
ECOPRO Co., Ltd.	086520	South Korea	30/03/2022	Elect Director	Elect Ahn Tae-sik as Outside Director	For	For	For	A vote FOR Byeong-hun Kim (Item 4.1) and Jae-ha Park (Item 4.2) is warranted although both are considered as non-independent directors under Social Advisory Services classification, as there are no issues concerning the board's independence. Votes FOR the remaining nominees are warranted.
ECOPRO Co., Ltd.	086520	South Korea	30/03/2022	Elect Director	Elect Ha Jong-hwa as Outside Director	For	For	For	A vote FOR Byeong-hun Kim (Item 4.1) and Jae-ha Park (Item 4.2) is warranted although both are considered as non-independent directors under Social Advisory Services classification, as there are no issues concerning the board's independence. Votes FOR the remaining nominees are warranted.
ECOPRO Co., Ltd.	086520	South Korea	30/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	For	A vote FOR this item is warranted as the company is not proposing an increase in the directors' remuneration limit, and the level of the directors' remuneration cap is not excessive compared to that of the market average.
ECOPRO Co., Ltd.	086520	South Korea	30/03/2022	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For	For	A vote FOR this resolution is warranted as the company is not proposing an increase in the remuneration limit for internal auditors, and the level of the remuneration limit is not high compared to that of the market average.
Ecopro HN Co., Ltd.	383310	South Korea	29/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
Ecopro HN Co., Ltd.	383310	South Korea	29/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation	For	For	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
Ecopro HN Co., Ltd.	383310	South Korea	29/03/2022	Elect Director	Elect Lee Ju-hyeong as Inside Director	For	For	For	Votes FOR the director nominees are warranted.
Ecopro HN Co., Ltd.	383310	South Korea	29/03/2022	Elect Director	Elect Kim Moon-sang as Inside Director	For	For	For	Votes FOR the director nominees are warranted.
Ecopro HN Co., Ltd.	383310	South Korea	29/03/2022	Elect Director	Elect Kim Myeong-seon as Outside Director	For	For	For	Votes FOR the director nominees are warranted.
Ecopro HN Co., Ltd.	383310	South Korea	29/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	For	A vote FOR this item is warranted as the company is not proposing an increase in the directors' remuneration limit, and the level of the directors' remuneration cap is not excessive compared to that of the market average.
Ecopro HN Co., Ltd.	383310	South Korea	29/03/2022	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For	For	A vote FOR this resolution is warranted as the company is not proposing an increase in the remuneration limit for internal auditors, and the level of the remuneration limit is not high compared to that of the market average.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Accept Consolidated Financial Statements and Statutory	Approve Consolidated and Standalone Financial Statements	For	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	For	Against	Against	A vote AGAINST this item is warranted because the proposed issuance does not comply with the 10 percent guideline for non-rights issue.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Authorize Board to Fill	Maintain Vacant Board Seat	For	For	For	A vote FOR this item is warranted due to a lack of concerns about the proposal.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Approve Treatment of Net Loss	Approve Treatment of Net Loss	For	For	For	A vote FOR this item is warranted because the proposed treatment of net loss is standard.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Approve Dividends	Approve Dividends Charged Against Reserves	For	For	For	A vote FOR this item is warranted due to a lack of concerns about the proposed dividend payout.

EDP Renovaveis SA	EDPR	Spain	31/03/2022	Receive/Approve Report/Announcement	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Management Report	For	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Accept/Approve Corporate Social Responsibility Report	Approve Non-Financial Information Statement	For	For	For	A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Approve Discharge of Board and President	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	For	For	For	A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Approve/Amend Regulations on General Meetings	Approve General Meeting Regulations	For	For	For	A vote FOR this item is warranted due to a lack of concerns about the regulations.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Article 1 Re: Company Name	For	For	For	A vote FOR Items 9.1 and 9.3-9.5 is warranted because most amendments align the company's articles of association with applicable regulations and as such, prove uncontroversial. A vote FOR Item 9.2 is warranted because the amendments that allow the company to hold virtual-only general meetings are deemed fair.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Amend Articles/Bylaws/Charter Non-Routine	Amend Articles Re: Convening of Meetings, Ordinary and Extraordinary Meetings, Right to Information, Right to Attendance, Representation and Vote	For	For	For	A vote FOR Items 9.1 and 9.3-9.5 is warranted because most amendments align the company's articles of association with applicable regulations and as such, prove uncontroversial. A vote FOR Item 9.2 is warranted because the amendments that allow the company to hold virtual-only general meetings are deemed fair.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Amend Articles Board-Related	Amend Articles Re: Chairman and Secretary of the Board, Limitations to be a Director, Vacancies and Directors' Remuneration	For	For	For	A vote FOR Items 9.1 and 9.3-9.5 is warranted because most amendments align the company's articles of association with applicable regulations and as such, prove uncontroversial. A vote FOR Item 9.2 is warranted because the amendments that allow the company to hold virtual-only general meetings are deemed fair.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Amend Articles Board-Related	Amend Articles Re: Executive Committee, Audit, Control and Related-Party Committee, and Appointments and Remuneration Committee	For	For	For	A vote FOR Items 9.1 and 9.3-9.5 is warranted because most amendments align the company's articles of association with applicable regulations and as such, prove uncontroversial. A vote FOR Item 9.2 is warranted because the amendments that allow the company to hold virtual-only general meetings are deemed fair.
EDP Renovaveis SA	EDPR	Spain	31/03/2022	Amend Articles/Bylaws/Charter Non-Routine	Amend Article 31 Re: Annual Corporate Governance Report	For	For	For	A vote FOR Items 9.1 and 9.3-9.5 is warranted because most amendments align the company's articles of association with applicable regulations and as such, prove uncontroversial. A vote FOR Item 9.2 is warranted because the amendments that allow the company to hold virtual-only general meetings are deemed fair.
Edwards Lifesciences Corporation	EW	USA	03/05/2022	Elect Director	Elect Director Kieran T. Gallahue	For	For	For	A vote AGAINST incumbent nominating committee members Martha Marsh, Paul LaViolette and Nicholas Valeriani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	03/05/2022	Elect Director	Elect Director Leslie S. Heisz	For	For	For	A vote AGAINST incumbent nominating committee members Martha Marsh, Paul LaViolette and Nicholas Valeriani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	03/05/2022	Elect Director	Elect Director Paul A. LaViolette	For	Against	Against	A vote AGAINST incumbent nominating committee members Martha Marsh, Paul LaViolette and Nicholas Valeriani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	03/05/2022	Elect Director	Elect Director Steven R. Loranger	For	For	For	A vote AGAINST incumbent nominating committee members Martha Marsh, Paul LaViolette and Nicholas Valeriani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	03/05/2022	Elect Director	Elect Director Martha H. Marsh	For	Against	Against	A vote AGAINST incumbent nominating committee members Martha Marsh, Paul LaViolette and Nicholas Valeriani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	03/05/2022	Elect Director	Elect Director Michael A. Mussallem	For	For	For	A vote AGAINST incumbent nominating committee members Martha Marsh, Paul LaViolette and Nicholas Valeriani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	03/05/2022	Elect Director	Elect Director Ramona Sequeira	For	For	For	A vote AGAINST incumbent nominating committee members Martha Marsh, Paul LaViolette and Nicholas Valeriani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	03/05/2022	Elect Director	Elect Director Nicholas J. Valeriani	For	Against	Against	A vote AGAINST incumbent nominating committee members Martha Marsh, Paul LaViolette and Nicholas Valeriani is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Edwards Lifesciences Corporation	EW	USA	03/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following concerns: * A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and * Excessive differentials between CEO pay and the pay of other named executive officers at the firm.
Edwards Lifesciences Corporation	EW	USA	03/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 10.76 percent of the fees paid to the auditor are for non-audit purposes.
Edwards Lifesciences Corporation	EW	USA	03/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Naito, Haruo	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Kato, Hiroyuki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Richard Thornley	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Kato, Yasuhiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Kaihori, Shuzo	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Uchiyama, Hideyo	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Hayashi, Hideki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Miwa, Yumiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Ike, Fumihiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Kato, Yoshiteru	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Eisai Co., Ltd.	4523	Japan	17/06/2022	Elect Director	Elect Director Miura, Ryota	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Encavis AG	ECV	Germany	19/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)				This is a non-voting item.
Encavis AG	ECV	Germany	19/05/2022	Approve Cancellation of Capital Authorization	Approve Cancellation of Conditional Capital 2018	For	For	For	Votes FOR these resolutions are warranted.
Encavis AG	ECV	Germany	19/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	For	For	A vote FOR this resolution is warranted.
Encavis AG	ECV	Germany	19/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Encavis AG	ECV	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Manfred Krueper for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.



Encavis AG	ECV	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Peter Heidecker for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Encavis AG	ECV	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Alexander Stuhlmann for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Encavis AG	ECV	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Cornelius Liedtke for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Encavis AG	ECV	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Albert Buell for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Encavis AG	ECV	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Fritz Vahrenholt for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Encavis AG	ECV	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Christine Scheel for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Encavis AG	ECV	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Henning Kreke for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Encavis AG	ECV	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Marcus Schenck for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Encavis AG	ECV	Germany	19/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Rolf Schmitz for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Encavis AG	ECV	Germany	19/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Encavis AG	ECV	Germany	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST is warranted because: * The company significantly increased the CEO's base salary without providing an explanation. * The company paid discretionary bonuses without providing a detailed or compelling rationale. * The compensation committee of the supervisory board is completely non-independent.
Encavis AG	ECV	Germany	19/05/2022	Amend Articles Board-Related	Amend Articles Re: Supervisory Board Term of Office	For	For	For	A vote FOR the proposed amendment is warranted.
Encavis AG	ECV	Germany	19/05/2022	Elect Supervisory Board Member	Elect Manfred Krueper to the Supervisory Board	For	Against	Against	Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit committee members, Manfred Krueper and Fritz Vahrenholt, are further warranted because the company has failed to establish a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Manfred Krueper, Fritz Vahrenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.
Encavis AG	ECV	Germany	19/05/2022	Elect Supervisory Board Member	Elect Isabella Pfaller to the Supervisory Board	For	Against	Against	Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit committee members, Manfred Krueper and Fritz Vahrenholt, are further warranted because the company has failed to establish a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Manfred Krueper, Fritz Vahrenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.
Encavis AG	ECV	Germany	19/05/2022	Elect Supervisory Board Member	Elect Albert Buell to the Supervisory Board	For	Against	Against	Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit committee members, Manfred Krueper and Fritz Vahrenholt, are further warranted because the company has failed to establish a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Manfred Krueper, Fritz Vahrenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.
Encavis AG	ECV	Germany	19/05/2022	Elect Supervisory Board Member	Elect Thorsten Testorp to the Supervisory Board	For	Against	Against	Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit committee members, Manfred Krueper and Fritz Vahrenholt, are further warranted because the company has failed to establish a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Manfred Krueper, Fritz Vahrenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.

Encavis AG	ECV	Germany	19/05/2022	Elect Supervisory Board Member	Elect Henning Kreke to the Supervisory Board	For	For	For	Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit committee members, Manfred Krueper and Fritz Vahrenholt, are further warranted because the company has failed to establish a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Manfred Krueper, Fritz Vahrenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.
Encavis AG	ECV	Germany	19/05/2022	Elect Supervisory Board Member	Elect Fritz Vahrenholt to the Supervisory Board	For	Against	Against	Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit committee members, Manfred Krueper and Fritz Vahrenholt, are further warranted because the company has failed to establish a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Manfred Krueper, Fritz Vahrenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.
Encavis AG	ECV	Germany	19/05/2022	Approve Cancellation of Capital Authorization	Approve Cancellation of Conditional Capital 2017	For		For	Votes FOR these resolutions are warranted.
Ennergix-Renewable Energies Ltd.	ENRG	Israel	15/07/2021	Receive Financial Statements and Statutory Reports (Non-Ratify Auditors)	Discuss Financial Statements and the Report of the Board				No vote is required for this item.
Ennergix-Renewable Energies Ltd.	ENRG	Israel	15/07/2021		Reappoint Brightman Almagor Zohar & Co as Auditors and Report on Fees Paid to the Auditor	For	Against	Against	A vote AGAINST this proposal is warranted given that audit fees are not itemised. As such, it cannot be determined if the non-audit fees are excessive.
Ennergix-Renewable Energies Ltd.	ENRG	Israel	15/07/2021	Elect Director	Reelect Nathan Hetz as Director	For	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Ennergix-Renewable Energies Ltd.	ENRG	Israel	15/07/2021	Elect Director	Reelect Aviram Wertheim as Director	For	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Ennergix-Renewable Energies Ltd.	ENRG	Israel	15/07/2021	Elect Director	Reelect Oren Frenkel as Director	For	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Ennergix-Renewable Energies Ltd.	ENRG	Israel	15/07/2021	Elect Director	Reelect Meir Shannie as Director	For	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Enlight Renewable Energy Ltd.	ENLT	Israel	22/08/2021	Approve Remuneration Policy	Approve Updated Compensation Policy for the Directors and Officers of the Company	For	For	For	A vote FOR this item is warranted because the company discloses sufficient information on its compensation policy and there are no known concerns with the amended terms as proposed by the company.
Enlight Renewable Energy Ltd.	ENLT	Israel	22/08/2021	Approve/Amend Employment Agreements	Approve Grant of Options and Remuneration Plan to Yair Seroussi, Chairman	For	For	For	A vote FOR this item is warranted, as the company has provided sufficient information on the employment terms and there are no apparent concerns.
Enlight Renewable Energy Ltd.	ENLT	Israel	25/11/2021	Receive Financial Statements and Statutory Reports (Non-Ratify Auditors)	Discuss Financial Statements and the Report of the Board				No vote is required for this item.
Enlight Renewable Energy Ltd.	ENLT	Israel	25/11/2021	Approve Auditors and Authorize Board to Fix Their Remuneration	Reappoint Somekh Chaikin as Auditors and Authorize Board to Fix Their Remuneration	For	Against	Against	A vote AGAINST this proposal is warranted given that audit fees are not itemised. As such, it cannot be determined if the non-audit fees are excessive.
Enlight Renewable Energy Ltd.	ENLT	Israel	25/11/2021	Elect Director and Approve Director's Remuneration	Reelect Yair Seroussi as Director and Approve Director's Remuneration	For	For	For	A vote FOR is warranted as the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning.
Enlight Renewable Energy Ltd.	ENLT	Israel	25/11/2021	Elect Director and Approve Director's Remuneration	Reelect Shai Weil as Director and Approve Director's Remuneration	For	For	For	A vote FOR is warranted as the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning.
Enlight Renewable Energy Ltd.	ENLT	Israel	25/11/2021	Elect Director and Approve Director's Remuneration	Reelect Itzik Bezael as Director and Approve Director's Remuneration	For	For	For	A vote FOR is warranted as the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning.
Enlight Renewable Energy Ltd.	ENLT	Israel	25/11/2021	Elect Director and Approve Director's Remuneration	Reelect Gilad Yavetz as Director and Approve Director's Remuneration	For	For	For	A vote FOR is warranted as the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning.
Enlight Renewable Energy Ltd.	ENLT	Israel	25/11/2021	Elect Director and Approve Director's Remuneration	Reelect Zvi Furman as Director and Approve Director's Remuneration	For	For	For	A vote FOR is warranted as the company has provided sufficient information and as there are no concerns with the board and its committees' structure and functioning.
Enphase Energy, Inc.	ENPH	USA	18/05/2022	Elect Director	Elect Director Steven J. Gomo	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee member Thurman (T.J.) Rodgers for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Enphase Energy, Inc.	ENPH	USA	18/05/2022	Elect Director	Elect Director Thurman John "T.J." Rodgers	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Thurman (T.J.) Rodgers for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Enphase Energy, Inc.	ENPH	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. Although the majority of long-term incentives use performance metrics to determine vesting, the stock price metric utilised by the PRSUs in the prior year was removed, resulting in the PRSUs being entirely based on undisclosed goals. Actual performance was also not disclosed, limiting investors' ability to assess the rigour of performance targets for the earned portion. Long-term incentives also continued to use a one-year performance period, limiting the long-term nature of the program. Further, the value of the NEOs' equity awards increased significantly in FY21, and the rationale provided in a supplemental filing was not considered to be compelling.
Enphase Energy, Inc.	ENPH	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 3.06 percent of the fees paid to the auditor are for non-audit purposes.
Equitable Holdings, Inc.	EQH	USA	19/05/2022	Elect Director	Elect Director Francis A. Hondal	For	For	For	A vote AGAINST incumbent nominating committee members Kristi Matus, Bertram Scott and Charles Stonehill is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Equitable Holdings, Inc.	EQH	USA	19/05/2022	Elect Director	Elect Director Daniel G. Kaye	For	For	For	A vote AGAINST incumbent nominating committee members Kristi Matus, Bertram Scott and Charles Stonehill is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Equitable Holdings, Inc.	EQH	USA	19/05/2022	Elect Director	Elect Director Joan Lamm-Tennant	For	For	For	A vote AGAINST incumbent nominating committee members Kristi Matus, Bertram Scott and Charles Stonehill is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Equitable Holdings, Inc.	EQH	USA	19/05/2022	Elect Director	Elect Director Kristi A. Matus	For	Against	Against	A vote AGAINST incumbent nominating committee members Kristi Matus, Bertram Scott and Charles Stonehill is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Equitable Holdings, Inc.	EQH	USA	19/05/2022	Elect Director	Elect Director Mark Pearson	For	For	For	A vote AGAINST incumbent nominating committee members Kristi Matus, Bertram Scott and Charles Stonehill is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Equitable Holdings, Inc.	EQH	USA	19/05/2022	Elect Director	Elect Director Bertram L. Scott	For	Against	Against	A vote AGAINST incumbent nominating committee members Kristi Matus, Bertram Scott and Charles Stonehill is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Equitable Holdings, Inc.	EQH	USA	19/05/2022	Elect Director	Elect Director George Stansfield	For	For	For	A vote AGAINST incumbent nominating committee members Kristi Matus, Bertram Scott and Charles Stonehill is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.

Equitable Holdings, Inc.	EQH	USA	19/05/2022	Elect Director	Elect Director Charles G.T. Stonehill	For	Against	Against	A vote AGAINST incumbent nominating committee members Kristi Matus, Bertram Scott and Charles Stonehill is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Equitable Holdings, Inc.	EQH	USA	19/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Equitable Holdings, Inc.	EQH	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Equitable Holdings, Inc.	EQH	USA	19/05/2022	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirements	For	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Angela M. Aman	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Linda Bynoe, Mary Kay Haben and Mark Shapiro for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Stephen E. Sterrett	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Linda Bynoe, Mary Kay Haben and Mark Shapiro for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Samuel Zell	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Linda Bynoe, Mary Kay Haben and Mark Shapiro for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Raymond Bennett - Withdrawn				WITHHOLD votes are warranted for incumbent nominating committee members Linda Bynoe, Mary Kay Haben and Mark Shapiro for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Linda Walker Bynoe	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Linda Bynoe, Mary Kay Haben and Mark Shapiro for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Mary Kay Haben	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Linda Bynoe, Mary Kay Haben and Mark Shapiro for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Tahsinul Zia Huque	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Linda Bynoe, Mary Kay Haben and Mark Shapiro for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director John E. Neal	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Linda Bynoe, Mary Kay Haben and Mark Shapiro for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director David J. Neithercut	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Linda Bynoe, Mary Kay Haben and Mark Shapiro for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Mark J. Parrell	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Linda Bynoe, Mary Kay Haben and Mark Shapiro for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Equity Residential	EQR	USA	16/06/2022	Elect Director	Elect Director Mark S. Shapiro	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Linda Bynoe, Mary Kay Haben and Mark Shapiro for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Equity Residential	EQR	USA	16/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Equity Residential	EQR	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review and the majority of CEO pay is conditioned on objective performance metrics.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Keith R. Guericke	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Irving Lyons III, Amal Johnson and Byron Scordelis for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Maria R. Hawthorne	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Irving Lyons III, Amal Johnson and Byron Scordelis for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Amal M. Johnson	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Irving Lyons III, Amal Johnson and Byron Scordelis for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Mary Kasaris	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Irving Lyons III, Amal Johnson and Byron Scordelis for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Irving F. Lyons, III	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Irving Lyons III, Amal Johnson and Byron Scordelis for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director George M. Marcus	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Irving Lyons III, Amal Johnson and Byron Scordelis for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Thomas E. Robinson	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Irving Lyons III, Amal Johnson and Byron Scordelis for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Michael J. Schall	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Irving Lyons III, Amal Johnson and Byron Scordelis for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Elect Director	Elect Director Byron A. Scordelis	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Irving Lyons III, Amal Johnson and Byron Scordelis for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 5.74 percent of the fees paid to the auditor are for non-audit purposes.
Essex Property Trust, Inc.	ESS	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is based on objective performance metrics and the majority of the company's regular equity awards are conditioned on long-term performance goals.
EssilorLuxottica SA	EL	France	25/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
EssilorLuxottica SA	EL	France	25/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	Such share buyback programs merit a vote FOR.
EssilorLuxottica SA	EL	France	25/05/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	A vote FOR this item is warranted as such share capital reductions are favourable to shareholders.
EssilorLuxottica SA	EL	France	25/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
EssilorLuxottica SA	EL	France	25/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
EssilorLuxottica SA	EL	France	25/05/2022	Approve Allocation of Income and Dividends	Approve Treatment of Losses and Dividends of EUR 2.51 per Share	For	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
EssilorLuxottica SA	EL	France	25/05/2022	Elect Director	Ratify Appointment of Virginie Mercier Pitre as Director	For	For	For	A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 4).
EssilorLuxottica SA	EL	France	25/05/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions	For	For	For	A vote FOR the approval of the Auditors' report on related-party transaction is warranted but not without concern as the company excludes the possibility to reduce the length of the non-competition agreement.
Etsy, Inc.	ETSY	USA	15/06/2022	Elect Director	Elect Director C. Andrew Ballard	For	For	For	WITHHOLD votes are warranted for incumbent director nominees Jonathan Klein and Margaret (Peggy) Smyth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director nominee C. Andrew (Andy) Ballard is warranted at this time.
Etsy, Inc.	ETSY	USA	15/06/2022	Elect Director	Elect Director Jonathan D. Klein	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Jonathan Klein and Margaret (Peggy) Smyth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director nominee C. Andrew (Andy) Ballard is warranted at this time.

Etsy, Inc.	ETSY	USA	15/06/2022	Elect Director	Elect Director Margaret M. Smyth	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Jonathan Klein and Margaret (Peggy) Smyth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director nominee C. Andrew (Andy) Ballard is warranted at this time.
Etsy, Inc.	ETSY	USA	15/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time, and annual incentives are predominantly tied to objective metrics. In 2021, CEO Silverman received his first equity grant following three years of no grants after he received a multi-year equity award in 2017. A majority of this equity grant is performance-based.
Etsy, Inc.	ETSY	USA	15/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 16.45 percent of the fees paid to the auditor are for non-audit purposes.
EVgo Inc.	EVGO	USA	18/05/2022	Elect Director	Elect Director Badar Khan	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominee Joseph Esteves for lack of diversity on the board. WITHHOLD votes for all director nominees are warranted because a majority of the board is not independent.
EVgo Inc.	EVGO	USA	18/05/2022	Elect Director	Elect Director Joseph Esteves	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominee Joseph Esteves for lack of diversity on the board. WITHHOLD votes for all director nominees are warranted because a majority of the board is not independent.
EVgo Inc.	EVGO	USA	18/05/2022	Elect Director	Elect Director John King	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominee Joseph Esteves for lack of diversity on the board. WITHHOLD votes for all director nominees are warranted because a majority of the board is not independent.
EVgo Inc.	EVGO	USA	18/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Samuel Altman	For	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Beverly Anderson	For	Withhold	Withhold	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Susan Athey	For	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Chelsea Clinton	For	Withhold	Withhold	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Barry Diller	For	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Craig Jacobson	For	Withhold	Withhold	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Peter Kern	For	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Dara Khosrowshahi	For	Withhold	Withhold	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Patricia Menendez Cambo	For	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Alex von Furstenberg	For	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Elect Director	Elect Director Julie Whalen	For	For	For	WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.
Expedia Group, Inc.	EXPE	USA	16/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 1.56 percent of the fees paid to the auditor are for non-audit purposes.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Kenneth M. Woolley	For	For	For	A vote AGAINST incumbent nominating committee members Roger Porter, Joseph Bonner, Gary Crittenden, and Julia Vander Ploeg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Joseph D. Margolis	For	For	For	A vote AGAINST incumbent nominating committee members Roger Porter, Joseph Bonner, Gary Crittenden, and Julia Vander Ploeg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Roger B. Porter	For	Against	Against	A vote AGAINST incumbent nominating committee members Roger Porter, Joseph Bonner, Gary Crittenden, and Julia Vander Ploeg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Joseph J. Bonner	For	Against	Against	A vote AGAINST incumbent nominating committee members Roger Porter, Joseph Bonner, Gary Crittenden, and Julia Vander Ploeg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Gary L. Crittenden	For	Against	Against	A vote AGAINST incumbent nominating committee members Roger Porter, Joseph Bonner, Gary Crittenden, and Julia Vander Ploeg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Spencer F. Kirk	For	For	For	A vote AGAINST incumbent nominating committee members Roger Porter, Joseph Bonner, Gary Crittenden, and Julia Vander Ploeg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.

Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Dennis J. Letham	For	For	For	A vote AGAINST incumbent nominating committee members Roger Porter, Joseph Bonner, Gary Crittenden, and Julia Vander Ploeg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Diane Olmstead	For	For	For	A vote AGAINST incumbent nominating committee members Roger Porter, Joseph Bonner, Gary Crittenden, and Julia Vander Ploeg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Elect Director	Elect Director Julia Vander Ploeg	For	Against	Against	A vote AGAINST incumbent nominating committee members Roger Porter, Joseph Bonner, Gary Crittenden, and Julia Vander Ploeg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	Against	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 38.47 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Extra Space Storage Inc.	EXR	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time and the majority of CEO pay is conditioned on objective performance metrics.
F5, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Sandra E. Bergeron	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Alan Higginson, Sandra Bergeron, Michael Dreyer, Nikhil (Nick) Mehta and Sripada (Sri) Shivananda are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Elizabeth L. Buse	For	For	For	Votes AGAINST incumbent Nominating Committee members Alan Higginson, Sandra Bergeron, Michael Dreyer, Nikhil (Nick) Mehta and Sripada (Sri) Shivananda are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Michael L. Dreyer	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Alan Higginson, Sandra Bergeron, Michael Dreyer, Nikhil (Nick) Mehta and Sripada (Sri) Shivananda are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Alan J. Higginson	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Alan Higginson, Sandra Bergeron, Michael Dreyer, Nikhil (Nick) Mehta and Sripada (Sri) Shivananda are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Peter S. Klein	For	For	For	Votes AGAINST incumbent Nominating Committee members Alan Higginson, Sandra Bergeron, Michael Dreyer, Nikhil (Nick) Mehta and Sripada (Sri) Shivananda are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Francois Locoh-Donou	For	For	For	Votes AGAINST incumbent Nominating Committee members Alan Higginson, Sandra Bergeron, Michael Dreyer, Nikhil (Nick) Mehta and Sripada (Sri) Shivananda are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Nikhil Mehta	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Alan Higginson, Sandra Bergeron, Michael Dreyer, Nikhil (Nick) Mehta and Sripada (Sri) Shivananda are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Michael F. Montoya	For	For	For	Votes AGAINST incumbent Nominating Committee members Alan Higginson, Sandra Bergeron, Michael Dreyer, Nikhil (Nick) Mehta and Sripada (Sri) Shivananda are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Marie E. Myers	For	For	For	Votes AGAINST incumbent Nominating Committee members Alan Higginson, Sandra Bergeron, Michael Dreyer, Nikhil (Nick) Mehta and Sripada (Sri) Shivananda are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director James M. Phillips	For	For	For	Votes AGAINST incumbent Nominating Committee members Alan Higginson, Sandra Bergeron, Michael Dreyer, Nikhil (Nick) Mehta and Sripada (Sri) Shivananda are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Elect Director	Elect Director Sripada Shivananda	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Alan Higginson, Sandra Bergeron, Michael Dreyer, Nikhil (Nick) Mehta and Sripada (Sri) Shivananda are warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
F5, Inc.	FFIV	USA	10/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 4.27 percent of the fees paid to the auditor are for non-audit purposes.
F5, Inc.	FFIV	USA	10/03/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time, although some concerns are noted regarding the long-term incentive plan.
Falck Renewables SpA	FKR	Italy	14/12/2021	Change Company Name	Amend Article 1 Re: Company Name	For	For	For	This item warrants a vote FOR because the proposed change is supported by a valid rationale.
Falck Renewables SpA	FKR	Italy	28/04/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	For	For	For	A vote FOR these resolutions is warranted because: * These are routine requests in Italy; * There are no specific concerns with the company's accounts; * There are no specific concerns with the proposed income allocation.
Falck Renewables SpA	FKR	Italy	28/04/2022	Elect Directors (Bundled) and Approve Their Remuneration	Elect Olov Mikael Kramer, John Hoskins Foster, Mark Alan Walters, and Sneha Sinha as Directors and Approve Their Remuneration	For	Against	Against	This resolution warrants a vote AGAINST because at the time this analysis was finalised, the company has not disclosed the details of the nominees.
Falck Renewables SpA	FKR	Italy	28/04/2022	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	For	For	For	This item warrants a vote FOR because the company has provided complete disclosure on the targeted director(s) and the circumstances under review, as well as a rationale in support of this proposal.
Falck Renewables SpA	FKR	Italy	28/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	Against	Against	This item warrants a vote AGAINST because: * Termination payments can be in excess of 24 months' pay. It is also noticed that: * The company provides insufficient information on the performance criteria for the long-term variable remuneration. * The proposed significant pay increases are not explained by a detailed and compelling disclosure. * The company can pay significant discretionary bonuses.
Falck Renewables SpA	FKR	Italy	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Second Section of the Remuneration Report	For	Against	Against	This item warrants a vote AGAINST because the company still fail to provide clear disclosure with reference to the level of achievement of performance targets attached to the short-term incentive plan. Furthermore, during 2022, the board started the process for the acceleration of the LTIP 2020-2022 for the CEO/GM and other managers with strategic responsibilities.
FANUC Corp.	6954	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 239.68	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
FANUC Corp.	6954	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Inaba, Yoshiharu	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Yamaguchi, Kenji	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Michael J. Cicco	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Tsukuda, Kazuo	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Yamazaki, Naoko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Director	Elect Director Uozumi, Hiroto	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
FANUC Corp.	6954	Japan	29/06/2022	Elect Alternate/Deputy Directors	Elect Alternate Director and Audit Committee Member Yamazaki, Naoko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

FAST RETAILING CO., LTD.	9983	Japan	25/11/2021	Elect Director	Elect Director Yanai, Tadashi	For	For	For	A vote FOR this nominee is warranted because:" There are no particular concerns about the nominee.
FAST RETAILING CO., LTD.	9983	Japan	25/11/2021	Elect Director	Elect Director Hattori, Nobumichi	For	For	For	A vote FOR this nominee is warranted because:" There are no particular concerns about the nominee.
FAST RETAILING CO., LTD.	9983	Japan	25/11/2021	Elect Director	Elect Director Shintaku, Masaaki	For	For	For	A vote FOR this nominee is warranted because:" There are no particular concerns about the nominee.
FAST RETAILING CO., LTD.	9983	Japan	25/11/2021	Elect Director	Elect Director Nawa, Takashi	For	For	For	A vote FOR this nominee is warranted because:" There are no particular concerns about the nominee.
FAST RETAILING CO., LTD.	9983	Japan	25/11/2021	Elect Director	Elect Director Ono, Naotake	For	For	For	A vote FOR this nominee is warranted because:" There are no particular concerns about the nominee.
FAST RETAILING CO., LTD.	9983	Japan	25/11/2021	Elect Director	Elect Director Kathy Matsui	For	For	For	A vote FOR this nominee is warranted because:" There are no particular concerns about the nominee.
FAST RETAILING CO., LTD.	9983	Japan	25/11/2021	Elect Director	Elect Director Okazaki, Takeshi	For	For	For	A vote FOR this nominee is warranted because:" There are no particular concerns about the nominee.
FAST RETAILING CO., LTD.	9983	Japan	25/11/2021	Elect Director	Elect Director Yanai, Kazumi	For	For	For	A vote FOR this nominee is warranted because:" There are no particular concerns about the nominee.
FAST RETAILING CO., LTD.	9983	Japan	25/11/2021	Elect Director	Elect Director Yanai, Koji	For	For	For	A vote FOR this nominee is warranted because:" There are no particular concerns about the nominee.
FAST RETAILING CO., LTD.	9983	Japan	25/11/2021	Approve Increase in Aggregate Compensation Ceiling for Elect Director	Approve Compensation Ceiling for Directors	For	For	For	A vote FOR this proposal is warranted because:" The sub-ceiling for outside directors is raised.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Scott A. Satterlee	For	For	For	A vote AGAINST incumbent nominating committee members Stephen Eastman, Rita Heise and Daniel Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Michael J. Ancius	For	For	For	A vote AGAINST incumbent nominating committee members Stephen Eastman, Rita Heise and Daniel Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Stephen L. Eastman	For	Against	Against	A vote AGAINST incumbent nominating committee members Stephen Eastman, Rita Heise and Daniel Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Daniel L. Florness	For	For	For	A vote AGAINST incumbent nominating committee members Stephen Eastman, Rita Heise and Daniel Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Rita J. Heise	For	Against	Against	A vote AGAINST incumbent nominating committee members Stephen Eastman, Rita Heise and Daniel Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Hsenghung Sam Hsu	For	For	For	A vote AGAINST incumbent nominating committee members Stephen Eastman, Rita Heise and Daniel Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Daniel L. Johnson	For	Against	Against	A vote AGAINST incumbent nominating committee members Stephen Eastman, Rita Heise and Daniel Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Nicholas J. Lundquist	For	For	For	A vote AGAINST incumbent nominating committee members Stephen Eastman, Rita Heise and Daniel Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Sarah N. Nielsen	For	For	For	A vote AGAINST incumbent nominating committee members Stephen Eastman, Rita Heise and Daniel Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Elect Director	Elect Director Reyne K. Wisecup	For	For	For	A vote AGAINST incumbent nominating committee members Stephen Eastman, Rita Heise and Daniel Johnson is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Fastenal Company	FAST	USA	23/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Fastenal Company	FAST	USA	23/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. Although some concerns are noted regarding the lack of performance-based equity, pay and performance are reasonably aligned at this time. A vote FOR this proposal is warranted. Although some concerns are noted regarding the lack of performance-based equity, pay and performance are reasonably aligned at this time.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director Michael J. Ahearn	For	For	For	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director Michael T. Sweeney	For	Against	Against	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director Mark R. Widmar	For	For	For	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director Norman L. Wright	For	For	For	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director Richard D. Chapman	For	For	For	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director Anita Marangoly George	For	For	For	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director George A. (Chip) Hambro	For	For	For	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director Molly E. Joseph	For	Against	Against	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director Craig Kennedy	For	For	For	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director Lisa A. Kro	For	For	For	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director William J. Post	For	Against	Against	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Elect Director	Elect Director Paul H. Stebbins	For	Against	Against	A vote AGAINST incumbent nominating committee members Molly Joseph, William Post, Paul Stebbins, and Michael Sweeney is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
First Solar, Inc.	FSLR	USA	26/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 15.27 percent of the fees paid to the auditor are for non-audit purposes.
Fisher & Paykel Healthcare Corporation Limited	FPH	New Zealand	18/08/2021	Elect Director	Elect Scott St John as Director	For	For	For	Item 1A qualified vote FOR the re-election of independent non-executive director Scott St John is warranted. The qualification is to highlight that he is the chairman of the board and a member of the remuneration committee, where problematic pay practices and inconsistency with the NZX Code are observed. Item 2A vote FOR the re-election of non-independent non-executive director Michael Daniell is warranted. He holds key skills and experience relevant to the company and board. The board remains majority independent and no corporate governance concerns have been identified in relation to this nominee.
Fisher & Paykel Healthcare Corporation Limited	FPH	New Zealand	18/08/2021	Elect Director	Elect Michael Daniell as Director	For	For	For	Item 1A qualified vote FOR the re-election of independent non-executive director Scott St John is warranted. The qualification is to highlight that he is the chairman of the board and a member of the remuneration committee, where problematic pay practices and inconsistency with the NZX Code are observed. Item 2A vote FOR the re-election of non-independent non-executive director Michael Daniell is warranted. He holds key skills and experience relevant to the company and board. The board remains majority independent and no corporate governance concerns have been identified in relation to this nominee.
Fisher & Paykel Healthcare Corporation Limited	FPH	New Zealand	18/08/2021	Authorize Board to Fix Remuneration of External Auditor(s)	Authorize Board to Fix Remuneration of the Auditors	For	For	For	A vote FOR this resolution is warranted. No material corporate governance concerns have been identified.Shareholders should be aware that the auditor issued a qualified opinion on the financial statements due to an inability to finalize product inventory counts and material cycle counts in FY20. PwC was unable to determine whether adjustments might have been necessary in respect of the profit for the year ended 31 March 2021 and the possible effect of this matter on the comparability of the current period's figures and the corresponding figures. Procedures were impacted by the COVID-19 pandemic and New Zealand government lockdown restrictions.
Fisher & Paykel Healthcare Corporation Limited	FPH	New Zealand	18/08/2021	Approve Share Plan Grant	Approve Issuance of Performance Share Rights to Lewis Gradon	For	For	For	A qualified vote FOR this resolution is warranted. The three-year performance period, performance hurdles, and vesting conditions (measured as outperformance of the company's gross TSR against the Dow Jones US Select Medical Equipment Index) are consistent with improved shareholder interests.However, concerns exist for re-testing provisions of the TSR hurdle for two years, which is inconsistent with the expectations of many shareholders and better corporate governance practice. Shareholders would expect the board to address this issue.

Fisher & Paykel Healthcare Corporation Limited	FPH	New Zealand	18/08/2021	Approve Stock Option Plan Grants	Approve Issuance of Options to Lewis Gradon	For	For	For	A qualified vote FOR this resolution is warranted. Vesting conditions are sufficiently demanding and incorporate an uplift in the exercise price for the company's cost of capital. The benefit to the managing director from the options is aligned with shareholder returns. Nevertheless, concerns exist that the vesting of options is effectively re-tested for a further two years after the end of the three-year performance period up to the fifth anniversary from the grant date. Such vesting structure is however more consistent with options, and less so with performance rights.
Fletcher Building Limited	FBU	New Zealand	19/10/2021	Elect Director	Elect Rob McDonald as Director	For	For	For	Item 1: Re-election of Rob McDonaldA qualified vote FOR the re-election of independent non-executive director Rob McDonald is warranted. The qualification is to highlight that he is a member of the remuneration committee and concerns remain that the CEO's total remuneration of approximately \$6.96 million is excessive relative to peer companies of similar size and driven by a large fixed remuneration amount, STI bonus, and LTI grants.Items 2 and 3: Re-election of Doug McKay and Cathy QuinnA vote FOR the re-election of Doug McKay and Cathy Quinn is warranted. Their presence supports the continued composition of an entirely independent board, and no corporate governance concerns have been identified in relation to their nomination.
Fletcher Building Limited	FBU	New Zealand	19/10/2021	Elect Director	Elect Doug McKay as Director	For	For	For	Item 1: Re-election of Rob McDonaldA qualified vote FOR the re-election of independent non-executive director Rob McDonald is warranted. The qualification is to highlight that he is a member of the remuneration committee and concerns remain that the CEO's total remuneration of approximately \$6.96 million is excessive relative to peer companies of similar size and driven by a large fixed remuneration amount, STI bonus, and LTI grants.Items 2 and 3: Re-election of Doug McKay and Cathy QuinnA vote FOR the re-election of Doug McKay and Cathy Quinn is warranted. Their presence supports the continued composition of an entirely independent board, and no corporate governance concerns have been identified in relation to their nomination.
Fletcher Building Limited	FBU	New Zealand	19/10/2021	Elect Director	Elect Cathy Quinn as Director	For	For	For	Item 1: Re-election of Rob McDonaldA qualified vote FOR the re-election of independent non-executive director Rob McDonald is warranted. The qualification is to highlight that he is a member of the remuneration committee and concerns remain that the CEO's total remuneration of approximately \$6.96 million is excessive relative to peer companies of similar size and driven by a large fixed remuneration amount, STI bonus, and LTI grants.Items 2 and 3: Re-election of Doug McKay and Cathy QuinnA vote FOR the re-election of Doug McKay and Cathy Quinn is warranted. Their presence supports the continued composition of an entirely independent board, and no corporate governance concerns have been identified in relation to their nomination.
Fletcher Building Limited	FBU	New Zealand	19/10/2021	Authorize Board to Fix Remuneration of External Elect Director	Authorize Board to Fix Remuneration of the Auditors	For	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified in relation to the fees paid to the auditor.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Kimberly A. Casiano	For	Against	Against	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Alexandra Ford English	For	For	For	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director James D. Farley, Jr.	For	For	For	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Henry Ford, III	For	For	For	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director William Clay Ford, Jr.	For	For	For	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director William W. Helman, IV	For	Against	Against	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Jon M. Huntsman, Jr.	For	For	For	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director William E. Kennard	For	Against	Against	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director John C. May	For	For	For	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Beth E. Mooney	For	Against	Against	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director Lynn Vojvodich Radakovich	For	Against	Against	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director John L. Thornton	For	Against	Against	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director John B. Veihmeyer	For	Against	Against	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Elect Director	Elect Director John S. Weinberg	For	Against	Against	A vote AGAINST incumbent nominating committee members Kimberly Casiano, William Helman IV, William (Bill) Kennard, Beth Mooney, John Thornton, John Veihmeyer, Lynn Vojvodich Radakovich and John Weinberg is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ford Motor Company	F	USA	12/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 4.67 percent of the fees paid to the auditor are for non-audit purposes.
Ford Motor Company	F	USA	12/05/2022	Adopt, Renew or Amend NOL Rights Plan (NOL Pill)	Approve Tax Benefits Preservation Plan	For	For	For	A vote FOR the renewal of the NOL poison pill is warranted given the substantial size of the company's deferred tax assets related to net operating losses, the high likelihood of their realisation, and the reasonable three-year term of the NOL pill that mitigates some of the governance risk the pill will pose.
Ford Motor Company	F	USA	12/05/2022	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	For	A vote FOR this proposal is warranted, as it would provide shareholders of the company with equal voting rights on all voting items.
FuelCell Energy, Inc.	FCEL	USA	07/04/2022	Elect Director	Elect Director James H. England	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
FuelCell Energy, Inc.	FCEL	USA	07/04/2022	Elect Director	Elect Director Jason Few	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
FuelCell Energy, Inc.	FCEL	USA	07/04/2022	Elect Director	Elect Director Matthew F. Hilzinger	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
FuelCell Energy, Inc.	FCEL	USA	07/04/2022	Elect Director	Elect Director Natica von Althann	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.

FuelCell Energy, Inc.	FCEL	USA	07/04/2022	Elect Director	Elect Director Cynthia Hansen	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
FuelCell Energy, Inc.	FCEL	USA	07/04/2022	Elect Director	Elect Director Donna Sims Wilson	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
FuelCell Energy, Inc.	FCEL	USA	07/04/2022	Elect Director	Elect Director Betsy Bingham	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
FuelCell Energy, Inc.	FCEL	USA	07/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
FuelCell Energy, Inc.	FCEL	USA	07/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following concerns:* High CEO pay in relation to company peer group CEO median pay levels; and* High CEO pay relative to company performance compared to the company's peers. Additionally, concern remains regarding goal rigour under the LTI program and the company's use of outsized peers.
G8 Education Limited	GEM	Australia	27/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR the remuneration report is warranted. Pay and performance are sufficiently aligned with the shareholder interests and market standards in FY21. * Disclosure in the STI improved over the prior years, with information presented of the specific and quantified performance targets in the STI. * Fixed remuneration did not increase for the CEO. * The FY18 and FY19 LTI grants lapsed as performance condition were not achieved and aligned with poor results and negative shareholder returns in recent years. The qualification is to highlight concern that quantitative pay for performance analysis indicates a high level of concern for misalignment of pay, performance and shareholder outcomes in FY21, given a comparatively high STI bonus paid to the CEO for FY21, and inclusion of LTI grants. However, the LTI grants have not vested for several years mitigating concern, and the STI bonus is the first bonus in three years and aligned with improved statutory NPAT.
G8 Education Limited	GEM	Australia	27/04/2022	Elect Director	Elect David Foster as Director	For	Against	Against	A vote AGAINST incumbent nominee David Foster is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
G8 Education Limited	GEM	Australia	27/04/2022	Elect Director	Elect Debra Singh as Director	For	For	For	A vote AGAINST incumbent nominee David Foster is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
G8 Education Limited	GEM	Australia	27/04/2022	Elect Director	Elect Antonia Thornton as Director	For	For	For	A vote AGAINST incumbent nominee David Foster is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
G8 Education Limited	GEM	Australia	27/04/2022	Approve Share Plan Grant	Approve Issuance of Performance Rights to Gary Carroll	For	For	For	A vote FOR this grant of performance rights to the CEO is warranted. The terms of the LTI are consistent with prior years and shareholder interests, including: * Quantum of the award (75 percent of fixed pay) is in line with market; * One Absolute EPS CAGR target in the range of 10 percent to 15 percent; and * The performance period is 3 years, being at the minimum term accepted as sufficiently aligned with the longer term.
G8 Education Limited	GEM	Australia	27/04/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	For	For	A vote FOR this resolution is warranted as no material concerns have been identified and the proposed amendment to the constitution is not contentious.
Galaxy Resources Limited	GXY	Australia	06/08/2021	Approve Scheme of Arrangement	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Orocobre Limited	For	For	For	A vote FOR the Scheme of Arrangement is warranted given:* Unanimous approval of the transaction by the board of directors;* No superior offer for Galaxy has emerged since the Scheme was announced;* The conclusion of the Independent Expert is that the Scheme is fair and reasonable to shareholders in the absence of a superior proposal.
Giant Manufacturing Co., Ltd.	9921	Taiwan	23/06/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements	For	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Giant Manufacturing Co., Ltd.	9921	Taiwan	23/06/2022	Approve Allocation of Income and Dividends	Approve Plan on Profit Distribution	For	For	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Giant Manufacturing Co., Ltd.	9921	Taiwan	23/06/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Amendments to Articles of Association	For	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on operational needs.
Giant Manufacturing Co., Ltd.	9921	Taiwan	23/06/2022	Amend Articles/Bylaws/Charter -- Organization-Related	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on operational needs.
Giant Manufacturing Co., Ltd.	9921	Taiwan	23/06/2022	Approve Amendments to Lending Procedures and Caps	Approve Amendments to Lending Procedures and Caps	For	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on operational needs.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Elect Director	Elect Director Jacqueline K. Barton	For	For	For	A vote AGAINST incumbent nominating committee members Kevin Lofton, Sandra Horning, Harish Manwani and Anthony Welters is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Elect Director	Elect Director Jeffrey A. Bluestone	For	For	For	A vote AGAINST incumbent nominating committee members Kevin Lofton, Sandra Horning, Harish Manwani and Anthony Welters is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Elect Director	Elect Director Sandra J. Horning	For	Against	Against	A vote AGAINST incumbent nominating committee members Kevin Lofton, Sandra Horning, Harish Manwani and Anthony Welters is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Elect Director	Elect Director Kelly A. Kramer	For	For	For	A vote AGAINST incumbent nominating committee members Kevin Lofton, Sandra Horning, Harish Manwani and Anthony Welters is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Elect Director	Elect Director Kevin E. Lofton	For	Against	Against	A vote AGAINST incumbent nominating committee members Kevin Lofton, Sandra Horning, Harish Manwani and Anthony Welters is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Elect Director	Elect Director Harish Manwani	For	Against	Against	A vote AGAINST incumbent nominating committee members Kevin Lofton, Sandra Horning, Harish Manwani and Anthony Welters is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Elect Director	Elect Director Daniel P. O'Day	For	For	For	A vote AGAINST incumbent nominating committee members Kevin Lofton, Sandra Horning, Harish Manwani and Anthony Welters is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Elect Director	Elect Director Javier J. Rodriguez	For	For	For	A vote AGAINST incumbent nominating committee members Kevin Lofton, Sandra Horning, Harish Manwani and Anthony Welters is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Elect Director	Elect Director Anthony Welters	For	Against	Against	A vote AGAINST incumbent nominating committee members Kevin Lofton, Sandra Horning, Harish Manwani and Anthony Welters is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 15.68 percent of the fees paid to the auditor are for non-audit purposes.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Although some concern regarding incentive goal rigor is raised, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Require Independent Board Chairman	Require Independent Board Chair	Against	For	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Company-Specific Board-Related	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	For	For	A vote FOR this proposal is warranted, as an employee representative director would enable more robust oversight of issues related to the company's employees and their concerns.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.



Gilead Sciences, Inc.	GILD	USA	04/05/2022	Political Lobbying Disclosure	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	Against	For	For	A vote FOR this resolution is warranted, as more comprehensive information on Gilead's public policy positions and the congruence between those positions and those of its lobbying partners would benefit shareholders in assessing its management of related risks.
Gilead Sciences, Inc.	GILD	USA	04/05/2022	Review Drug Pricing or Distribution	Report on Board Oversight of Risks Related to Anticompetitive Practices	Against	For	For	A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of Gilead's involvement in related controversies.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Re-elect Hal Barron as Director	For	For	For	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Re-elect Dame Vivienne Cox as Director	For	For	For	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Re-elect Lynn Elsenhans as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Re-elect Laurie Glimcher as Director	For	For	For	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Re-elect Jesse Goodman as Director	For	For	For	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Re-elect Iain Mackay as Director	For	For	For	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Re-elect Urs Rohner as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Authorize Board to Fix Remuneration of External Auditor(s)	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because only 13.2 percent of the total fees paid to the auditor are for non-audit purposes.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Miscellaneous Proposal: Company-Specific	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	For	For	For	A vote FOR this resolution is warranted as it has been clearly explained by the Company and no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Share Save Plan	For	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Approve/Amend All Employee Share Schemes	Approve Share Reward Plan	For	For	For	A vote FOR this item is considered warranted as no material concerns have been identified. This is an all-employee, HMRC approved plan.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	Against	Against	A vote AGAINST the remuneration policy is warranted because: * The Company is seeking to increase bonus opportunity from 2x to 3x. salary. The amplified bonus opportunity would create the highest bonus potential, as a multiple of salary, for any company in the FTSE 10. It is acknowledged that the higher limit requires higher performance, only materializing on outperformance of the Company's new strategic targets. It is also noted that there would be lower pay for below target performance. In addition, the targets are firmly rooted in the new strategy and there is a clear link between the profit and sales objectives, as announced in June 2021, and new pay arrangements. However, these mitigating factors do not offset concerns with the quantum; the increased emphasis on short-term performance; or the precedent that this level of bonus opportunity would create. Further, the demerger will decrease the Company's market cap and the complexity of its operations. The proposed increase does not appear consistent with this background.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Elect Anne Beal as Director	For	For	For	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Elect Harry Dietz as Director	For	For	For	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Re-elect Sir Jonathan Symonds as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Re-elect Dame Emma Walmsley as Director	For	For	For	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.

GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Re-elect Charles Bancroft as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
GlaxoSmithKline Plc	GSK	United Kingdom	04/05/2022	Elect Director	Re-elect Vindi Banga as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Sir Jonathan (Jon) Symonds, Manvinder (Vindi) Banga, Charles (Charlie) Bancroft, Lynn Elsenhans and Urs Rohner is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Goodman Group	GMG	Australia	18/11/2021	Approve Auditors and Authorize Board to Fix Their Remuneration	Appoint KPMG as Auditors of Goodman Logistics (HK) Limited and Authorize the Board to Fix Their Remuneration	For	For	For	A vote FOR this proposal is warranted because this is a routine item and no significant concerns have been identified.
Goodman Group	GMG	Australia	18/11/2021	Elect Director	Elect Rebecca McGrath as Director of Goodman Limited	For	Against	Against	A vote AGAINST the re-election of Rebecca McGrath and Danny Peeters is warranted on the basis of the following concerns:" Rebecca McGrath is an incumbent member of the Nominating Committee and there is a lack of diversity on the board." In addition, Rebecca McGrath is a member of the Remuneration Committee and problematic pay practices and elevated votes against remuneration resolutions continue to be observed, and shareholder concerns appear to persist." Danny Peeters one of three non-independent executive directors, which is inconsistent with good governance for multiple executive directors on a board, which has the impact of reducing the overall level of Board independence to 67 percent and contributes to gender diversity falling short of the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 index to have at least 30 percent of each gender represented on the board.Shareholder support FOR the election of David Collins is warranted although there are independence concerns given his former role as a partner at KPMG, Hong Kong, which have been the company's long standing audit firm since 1993.
Goodman Group	GMG	Australia	18/11/2021	Elect Director	Elect Danny Peeters as Director of Goodman Limited	For	Against	Against	A vote AGAINST the re-election of Rebecca McGrath and Danny Peeters is warranted on the basis of the following concerns:" Rebecca McGrath is an incumbent member of the Nominating Committee and there is a lack of diversity on the board." In addition, Rebecca McGrath is a member of the Remuneration Committee and problematic pay practices and elevated votes against remuneration resolutions continue to be observed, and shareholder concerns appear to persist." Danny Peeters one of three non-independent executive directors, which is inconsistent with good governance for multiple executive directors on a board, which has the impact of reducing the overall level of Board independence to 67 percent and contributes to gender diversity falling short of the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 index to have at least 30 percent of each gender represented on the board.Shareholder support FOR the election of David Collins is warranted although there are independence concerns given his former role as a partner at KPMG, Hong Kong, which have been the company's long standing audit firm since 1993.
Goodman Group	GMG	Australia	18/11/2021	Elect Director	Elect Danny Peeters as Director of Goodman Logistics (HK) Ltd	For	Against	Against	A vote AGAINST the re-election of Rebecca McGrath and Danny Peeters is warranted on the basis of the following concerns:" Rebecca McGrath is an incumbent member of the Nominating Committee and there is a lack of diversity on the board." In addition, Rebecca McGrath is a member of the Remuneration Committee and problematic pay practices and elevated votes against remuneration resolutions continue to be observed, and shareholder concerns appear to persist." Danny Peeters one of three non-independent executive directors, which is inconsistent with good governance for multiple executive directors on a board, which has the impact of reducing the overall level of Board independence to 67 percent and contributes to gender diversity falling short of the guidelines of the ASX Corporate Governance Council Principles and Recommendations for larger companies in the ASX300 index to have at least 30 percent of each gender represented on the board.Shareholder support FOR the election of David Collins is warranted although there are independence concerns given his former role as a partner at KPMG, Hong Kong, which have been the company's long standing audit firm since 1993.
Goodman Group	GMG	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST the remuneration report is warranted. There are numerous inconsistencies regarding the remuneration practices which represent concerns for good corporate governance. Of note, a persisting high level of concern is identified in the quantitative Pay for Performance analysis pointing to the excessive nature of executive remuneration paid to the CEO and KMP executives." The annual LTI grants are materially in excess of Australian market standards and the market cap peer group," The realised value of the FY19 LTI was \$33.9 million for the CEO in relation to the initial grant of 1,600,000 performance rights with face value of about \$15.4 million. This was identified as excessive at the time and resulting a "strike" of 48 percent against the 2018 remuneration report. LTI grants as this company continue to increase and the basis of calculation of the number of performance rights and disclosure is problematic," The quantum of the FY22 LTI grant is disclosed by the company to be based on an "economic value" of the company's securities, which the company states is \$6.10. This is compared to the company's traded security price on 29 October 2021, which was \$21.90. Such excessive discounting is materially inconsistent with the practices of ASX-listed entities and results in an excessive LTI grant. The methodology adopted by the company has resulted in a FY22 LTI grant to the CEO of near \$35 million based on the prevailing traded price of the company's securities, and correspondingly excessive LTI grants to other executive directors.For completeness, it is noted that a "fair value" or "economic value" in valuing LTI grants is an accounting requirement for the company's financial statements but discredited as a matter of poor corporate governance for granting LTI performance rights.
Goodman Group	GMG	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Greg Goodman	For	Against	Against	A vote AGAINST the resolutions to grant FY22 LTI performance rights to the CEO and other executive directors is warranted. The quantum is grossly excessive and well above the market for such grants among larger ASX-listed entities, despite marginally higher stretch targets, the rigor of which remains questionable and spread over a longer vesting period.Securityholder concerns include:" The CEO's grant is disclosed to be valued at \$9.5 million (based on a highly discounted fair value of the company's security price) compared with the value of the securities at the prevailing security price being \$35.0 million (face value). The value of this award is excessive by market standards." The absolute EPS vesting range set at 6 to 10 percent annual growth is inadequate based on EPS growth in the past three years materially exceeding the maximum 10 percent target. This may be considered by shareholder to ensure partial and potentially full vesting of a grant with an excessive quantum." The use of a heavily discounted fair value of the company's security price at \$6.10 to determine a greater number of rights to be granted is not in line with widely accepted market practice. Face value is the typical methodology used in this market for zero exercise price performance rights which would require the use of the prevailing security price nearer to \$21.90 as seen on 29 October 2021.
Goodman Group	GMG	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Danny Peeters	For	Against	Against	A vote AGAINST the resolutions to grant FY22 LTI performance rights to the CEO and other executive directors is warranted. The quantum is grossly excessive and well above the market for such grants among larger ASX-listed entities, despite marginally higher stretch targets, the rigor of which remains questionable and spread over a longer vesting period.Securityholder concerns include:" The CEO's grant is disclosed to be valued at \$9.5 million (based on a highly discounted fair value of the company's security price) compared with the value of the securities at the prevailing security price being \$35.0 million (face value). The value of this award is excessive by market standards." The absolute EPS vesting range set at 6 to 10 percent annual growth is inadequate based on EPS growth in the past three years materially exceeding the maximum 10 percent target. This may be considered by shareholder to ensure partial and potentially full vesting of a grant with an excessive quantum." The use of a heavily discounted fair value of the company's security price at \$6.10 to determine a greater number of rights to be granted is not in line with widely accepted market practice. Face value is the typical methodology used in this market for zero exercise price performance rights which would require the use of the prevailing security price nearer to \$21.90 as seen on 29 October 2021.

Goodman Group	GMG	Australia	18/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Anthony Rozic	For	Against	Against	A vote AGAINST the resolutions to grant FY22 LTI performance rights to the CEO and other executive directors is warranted. The quantum is grossly excessive and well above the market for such grants among larger ASX-listed entities, despite marginally higher stretch targets, the rigor of which remains questionable and spread over a longer vesting period. Securityholder concerns include: "The CEO's grant is disclosed to be valued at \$9.5 million (based on a highly discounted fair value of the company's security price) compared with the value of the securities at the prevailing security price being \$35.0 million (face value). The value of this award is excessive by market standards." The absolute EPS vesting range set at 6 to 10 percent annual growth is inadequate based on EPS growth in the past three years materially exceeding the maximum 10 percent target. This may be considered by shareholder to ensure partial and potentially full vesting of a grant with an excessive quantum." The use of a heavily discounted fair value of the company's security price at \$6.10 to determine a greater number of rights to be granted is not in line with widely accepted market practice. Face value is the typical methodology used in this market for zero exercise price performance rights which would require the use of the prevailing security price nearer to \$21.90 as seen on 29 October 2021.
Guardant Health, Inc.	GH	USA	15/06/2022	Elect Director	Elect Director Vijaya Gadde	For	Withhold	Withhold	A WITHHOLD vote is warranted for incumbent compensation committee member Vijaya Gadde in light of the committee's limited response to last year's failed say-on-pay vote result. A WITHHOLD vote is further warranted for Gadde given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR Myrtle Potter is warranted, as she is a new nominee to the board.
Guardant Health, Inc.	GH	USA	15/06/2022	Elect Director	Elect Director Myrtle Potter	For	For	For	A WITHHOLD vote is warranted for incumbent compensation committee member Vijaya Gadde in light of the committee's limited response to last year's failed say-on-pay vote result. A WITHHOLD vote is further warranted for Gadde given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR Myrtle Potter is warranted, as she is a new nominee to the board.
Guardant Health, Inc.	GH	USA	15/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 5.36 percent of the fees paid to the auditor are for non-audit purposes.
Guardant Health, Inc.	GH	USA	15/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. After receiving less than majority support for the 2021 say-on-pay proposal, the company engaged with shareholders and vaguely disclosed their feedback in the proxy statement. While the company has disclosed some changes in response to the low vote support, it is not clear that the changes are sufficient to address the shareholder concerns underlying the vote result. In addition, pay-for-performance concerns are exacerbated by NEO equity awards that were majority or entirely time-based, and a large discretionary cash sign-on bonus for one NEO.
GWA Group Limited	GWA	Australia	29/10/2021	Elect Director	Elect Darryl McDonough as Director	For	Against	Against	Votes AGAINST incumbent nomination committee member Darryl McDonough (Item 1) are warranted for lack of diversity on the board. Votes FOR Peter Birtles (Item 2) are warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination.
GWA Group Limited	GWA	Australia	29/10/2021	Elect Director	Elect Peter Birtles as Director	For	For	For	Votes AGAINST incumbent nomination committee member Darryl McDonough (Item 1) are warranted for lack of diversity on the board. Votes FOR Peter Birtles (Item 2) are warranted as no material concerns have been identified regarding board and committee composition resulting from his nomination.
GWA Group Limited	GWA	Australia	29/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Urs Meyerhans	For	For	For	A vote FOR this resolution is warranted as the three-year performance period is at the minimum accepted and the TSR performance hurdles are appropriate, which if achieved reasonably align securityholder and executive interests. However, securityholders may have concerns with the following aspects of the LTI grants: "The relative TSR component does not contain a positive TSR gateway, allowing for rights to be earned despite negative shareholder returns;" The relative TSR is determined against an overly narrow peer group of 20 companies; and "The quantum of the CEO's LTI grant is much higher than the median of the ASX 226-250.
GWA Group Limited	GWA	Australia	29/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Richard Thornton	For	For	For	A vote FOR this resolution is warranted as the three-year performance period is at the minimum accepted and the TSR performance hurdles are appropriate, which if achieved reasonably align securityholder and executive interests. However, securityholders may have concerns with the following aspects of the LTI grants: "The relative TSR component does not contain a positive TSR gateway, allowing for rights to be earned despite negative shareholder returns;" The relative TSR is determined against an overly narrow peer group of 20 companies; and "The quantum of the CEO's LTI grant is much higher than the median of the ASX 226-250.
Halma Plc	HLMA	United Kingdom	22/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Marc Ronchetti as Director	For	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Roy Twite as Director	For	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Jennifer Ward as Director	For	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Andrew Williams as Director	For	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Halma Plc	HLMA	United Kingdom	22/07/2021	Authorize Board to Fix Remuneration of External	Authorise Board to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Halma Plc	HLMA	United Kingdom	22/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.

Halma Plc	HLMA	United Kingdom	22/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this resolution is considered warranted, but is not without concerns for shareholders:* The Company proposes consecutive salary increases of 16% in FY2021 and FY2022, the latter being subject to continued performance. Together with the variable pay increases proposed under the new policy (Item 4), these changes imply a significant uplift to the Executive Directors' total remuneration package.The main reasons for support are:* Following the increases, salary levels will not be excessive relative to the Company's standing in the FTSE, assuming sustained performance; and* Concerns regarding the total quantum of pay may be more effectively targeted at Item 4, the binding vote on the remuneration policy, which will facilitate significant increases to variable pay.
Halma Plc	HLMA	United Kingdom	22/07/2021	Approve Remuneration Policy	Approve Remuneration Policy	For	Against	Against	A vote AGAINST this resolution is considered warranted:* The maximum limits of the variable pay package are being significantly increased for all Executive Directors. In particular, it is highlighted that the CEO's annual bonus opportunity will increase from 150% to 200% of salary, and the LTIP from 200% to 300% of salary. Together with the salary increases covered under Item 3, this represents a material uplift to the total remuneration package.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Elect Dame Louise Makin as Director	For	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Elect Dharmash Mistry as Director	For	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Carole Cran as Director	For	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Jo Harlow as Director	For	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Halma Plc	HLMA	United Kingdom	22/07/2021	Elect Director	Re-elect Tony Rice as Director	For	For	For	A vote FOR these candidates is warranted as no significant concerns have been identified.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	USA	02/06/2022	Elect Director	Elect Director Jeffrey W. Eckel	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Teresa Brenner, Clarence (Clay) Armbrister, Michael Eckhart and Charles O'Neil for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	USA	02/06/2022	Elect Director	Elect Director Clarence D. Armbrister	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Teresa Brenner, Clarence (Clay) Armbrister, Michael Eckhart and Charles O'Neil for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	USA	02/06/2022	Elect Director	Elect Director Teresa M. Brenner	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Teresa Brenner, Clarence (Clay) Armbrister, Michael Eckhart and Charles O'Neil for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	USA	02/06/2022	Elect Director	Elect Director Michael T. Eckhart	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Teresa Brenner, Clarence (Clay) Armbrister, Michael Eckhart and Charles O'Neil for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	USA	02/06/2022	Elect Director	Elect Director Nancy C. Floyd	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Teresa Brenner, Clarence (Clay) Armbrister, Michael Eckhart and Charles O'Neil for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	USA	02/06/2022	Elect Director	Elect Director Charles M. O'Neil	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Teresa Brenner, Clarence (Clay) Armbrister, Michael Eckhart and Charles O'Neil for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	USA	02/06/2022	Elect Director	Elect Director Richard J. Osborne	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Teresa Brenner, Clarence (Clay) Armbrister, Michael Eckhart and Charles O'Neil for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	USA	02/06/2022	Elect Director	Elect Director Steven G. Osgood	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Teresa Brenner, Clarence (Clay) Armbrister, Michael Eckhart and Charles O'Neil for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	USA	02/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 13.87 percent of the fees paid to the auditor are for non-audit purposes.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	USA	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Hannon Armstrong Sustainable Infrastructure Capital, Inc.	HASI	USA	02/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Healius Limited	HLS	Australia	21/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted due to the following:* There is low level of concern identified in the Social Advisory Services quantitative pay for performance analysis given pay performance and shareholder outcomes are aligned for the period under review;* STI bonuses paid to the CEO and other KMP were substantial in FY21, which is aligned with improved financial performance and strong shareholder returns during the year. In FY21, the company posted a record \$266.5 million in underlying EBIT, surpassing the target opportunity (\$178.6 million) and stretch opportunity (\$214.3 million), the primary basis for the CEO's bonus payout; and* There is improved disclosure on the EBIT targets in the STI with threshold set above last year's actual results, which allows shareholders to assess the rigor of the EBIT target and results. However, shareholders will seek a continued improvement in disclosure of specific and quantified performance measures.
Healius Limited	HLS	Australia	21/10/2021	Elect Director	Elect Gordon Davis as Director	For	For	For	A vote AGAINST incumbent nomination committee member Sally Evans (Item 4) is warranted for lack of diversity on the board. A vote FOR the election/re-election of independent directors Gordon Davis (Item 3), Jennifer Macdonald (Item 5), and Kathryn McKenzie (Item 6) is warranted as no material concerns have been identified regarding their nomination.
Healius Limited	HLS	Australia	21/10/2021	Elect Director	Elect Sally Evans as Director	For	Against	Against	A vote AGAINST incumbent nomination committee member Sally Evans (Item 4) is warranted for lack of diversity on the board. A vote FOR the election/re-election of independent directors Gordon Davis (Item 3), Jennifer Macdonald (Item 5), and Kathryn McKenzie (Item 6) is warranted as no material concerns have been identified regarding their nomination.
Healius Limited	HLS	Australia	21/10/2021	Elect Director	Elect Jenny Macdonald as Director	For	For	For	A vote AGAINST incumbent nomination committee member Sally Evans (Item 4) is warranted for lack of diversity on the board. A vote FOR the election/re-election of independent directors Gordon Davis (Item 3), Jennifer Macdonald (Item 5), and Kathryn McKenzie (Item 6) is warranted as no material concerns have been identified regarding their nomination.
Healius Limited	HLS	Australia	21/10/2021	Elect Director	Elect Kate McKenzie as Director	For	For	For	A vote AGAINST incumbent nomination committee member Sally Evans (Item 4) is warranted for lack of diversity on the board. A vote FOR the election/re-election of independent directors Gordon Davis (Item 3), Jennifer Macdonald (Item 5), and Kathryn McKenzie (Item 6) is warranted as no material concerns have been identified regarding their nomination.
Healius Limited	HLS	Australia	21/10/2021	Approve Share Plan Grant	Approve Issuance of Securities to Malcolm Parmenter	For	For	For	A vote FOR this proposal is warranted because:* The service rights represent the deferral of one-third of the FY22 STI, as determined under the STI performance metrics; and* The terms and conditions of the STI deferral under the framework of the STI plan appear appropriately aligned to securityholder outcomes and are generally consistent with market practice.
Healius Limited	HLS	Australia	21/10/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Grant of Share Rights to Non-Executive Directors	None	For	For	A vote FOR the potential issue of share rights to all current non-executive directors under the Non-Executive Director Share Plan (Item 8) is warranted because as it represents an alignment of the interests of non-executive directors with the interests of shareholders and there is no increase in remuneration of the non-executive directors.
HelloFresh SE	HFG	Germany	12/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)				This is a non-voting item.

HelloFresh SE	HFG	Germany	12/05/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	For	A vote FOR the proposed share repurchase program is warranted.
HelloFresh SE	HFG	Germany	12/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Omission of Dividends	For	For	For	A vote FOR this resolution is warranted.
HelloFresh SE	HFG	Germany	12/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
HelloFresh SE	HFG	Germany	12/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
HelloFresh SE	HFG	Germany	12/05/2022	Ratify Auditors	Ratify KPMG AG as Auditors for Fiscal Year 2022, for the Review of Interim Financial Statements for the Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
HelloFresh SE	HFG	Germany	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST the remuneration report is warranted because: * Payouts under the short-term incentive were not subject to any performance criteria and caps. * An extraordinary tranche under the LTI was granted based on the 2021 compensation system, which was not approved at the 2021 AGM.
HelloFresh SE	HFG	Germany	12/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Creation of EUR 47.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	For	Votes FOR the proposed authorisations are warranted.
HelloFresh SE	HFG	Germany	12/05/2022	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 17.4 Million Pool of Capital to Guarantee Conversion Rights	For	For	For	Votes FOR the proposed authorisations are warranted.
Hennes & Mauritz AB	HM.B	Sweden	28/10/2021	Open Meeting	Open Meeting				These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	28/10/2021	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	28/10/2021	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or	Designate Jan Andersson as Inspector of Minutes of Meeting	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	28/10/2021	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or	Designate Erik Sjoman as Inspector of Minutes of Meeting	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	28/10/2021	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	28/10/2021	Approve Minutes of Previous	Approve Agenda of Meeting	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	28/10/2021	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	28/10/2021	Approve Dividends	Approve Dividends of SEK 6.50 Per Share	For	For	For	A vote FOR this proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Hennes & Mauritz AB	HM.B	Sweden	28/10/2021	Close Meeting	Close Meeting				This is a non-voting formality.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Open Meeting	Open Meeting				These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Fix Number of Directors and/or Auditors	Determine Number of Members (8) and Deputy Members (0) of Board	For	For	For	A vote FOR these proposals is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Fix Number of Directors and/or Auditors	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For	For	A vote FOR these proposals is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of SEK 1.8 Million for Chairman and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work	For	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Authorize Board to Fix Remuneration of External	Approve Remuneration of Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Elect Director	Reelect Stina Bergfors as Director	For	For	For	A vote FOR candidates Stina Bergfors (item 12.1), Danica Kragic Jensfelt (item 12.3), Lena Patriksson Keller (item 12.4), Karl-Johan Persson (item 12.5), Erica Wiking Hager (item 12.7) and Niklas Zennstrom (item 12.8) is warranted due to a lack of concern regarding these individuals in particular. A vote AGAINST candidates Anders Dahlvig (item 12.2) and Christian Sievert (item 12.6) is warranted due to their non-independent status on the audit committee which is insufficiently independent.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Elect Director	Reelect Anders Dahlvig as Director	For	Against	Against	A vote FOR candidates Stina Bergfors (item 12.1), Danica Kragic Jensfelt (item 12.3), Lena Patriksson Keller (item 12.4), Karl-Johan Persson (item 12.5), Erica Wiking Hager (item 12.7) and Niklas Zennstrom (item 12.8) is warranted due to a lack of concern regarding these individuals in particular. A vote AGAINST candidates Anders Dahlvig (item 12.2) and Christian Sievert (item 12.6) is warranted due to their non-independent status on the audit committee which is insufficiently independent.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Elect Director	Reelect Danica Kragic Jensfelt as Director	For	For	For	A vote FOR candidates Stina Bergfors (item 12.1), Danica Kragic Jensfelt (item 12.3), Lena Patriksson Keller (item 12.4), Karl-Johan Persson (item 12.5), Erica Wiking Hager (item 12.7) and Niklas Zennstrom (item 12.8) is warranted due to a lack of concern regarding these individuals in particular. A vote AGAINST candidates Anders Dahlvig (item 12.2) and Christian Sievert (item 12.6) is warranted due to their non-independent status on the audit committee which is insufficiently independent.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Elect Director	Reelect Lena Patriksson Keller as Director	For	For	For	A vote FOR candidates Stina Bergfors (item 12.1), Danica Kragic Jensfelt (item 12.3), Lena Patriksson Keller (item 12.4), Karl-Johan Persson (item 12.5), Erica Wiking Hager (item 12.7) and Niklas Zennstrom (item 12.8) is warranted due to a lack of concern regarding these individuals in particular. A vote AGAINST candidates Anders Dahlvig (item 12.2) and Christian Sievert (item 12.6) is warranted due to their non-independent status on the audit committee which is insufficiently independent.

Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Elect Director	Reelect Karl-Johan Persson as Director	For	For	For	A vote FOR candidates Stina Bergfors (item 12.1), Danica Kragic Jensfelt (item 12.3), Lena Patriksson Keller (item 12.4), Karl-Johan Persson (item 12.5), Erica Wiking Hager (item 12.7) and Niklas Zennstrom (item 12.8) is warranted due to a lack of concern regarding these individuals in particular. A vote AGAINST candidates Anders Dahlvig (item 12.2) and Christian Sievert (item 12.6) is warranted due to their non-independent status on the audit committee which is insufficiently independent.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Elect Director	Reelect Christian Sievert as Director	For	Against	Against	A vote FOR candidates Stina Bergfors (item 12.1), Danica Kragic Jensfelt (item 12.3), Lena Patriksson Keller (item 12.4), Karl-Johan Persson (item 12.5), Erica Wiking Hager (item 12.7) and Niklas Zennstrom (item 12.8) is warranted due to a lack of concern regarding these individuals in particular. A vote AGAINST candidates Anders Dahlvig (item 12.2) and Christian Sievert (item 12.6) is warranted due to their non-independent status on the audit committee which is insufficiently independent.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Elect Director	Reelect Erica Wiking Hager as Director	For	For	For	A vote FOR candidates Stina Bergfors (item 12.1), Danica Kragic Jensfelt (item 12.3), Lena Patriksson Keller (item 12.4), Karl-Johan Persson (item 12.5), Erica Wiking Hager (item 12.7) and Niklas Zennstrom (item 12.8) is warranted due to a lack of concern regarding these individuals in particular. A vote AGAINST candidates Anders Dahlvig (item 12.2) and Christian Sievert (item 12.6) is warranted due to their non-independent status on the audit committee which is insufficiently independent.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Elect Director	Reelect Niklas Zennstrom as Director	For	For	For	A vote FOR candidates Stina Bergfors (item 12.1), Danica Kragic Jensfelt (item 12.3), Lena Patriksson Keller (item 12.4), Karl-Johan Persson (item 12.5), Erica Wiking Hager (item 12.7) and Niklas Zennstrom (item 12.8) is warranted due to a lack of concern regarding these individuals in particular. A vote AGAINST candidates Anders Dahlvig (item 12.2) and Christian Sievert (item 12.6) is warranted due to their non-independent status on the audit committee which is insufficiently independent.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Elect Board Chairman/Vice-Chairman	Reelect Karl-Johan Persson as Board Chair	For	For	For	A vote FOR this item is warranted because there are no concerns with the election of Karl-Johan Persson as board chairman.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Ratify Auditors	Ratify Deloitte as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Elect Member of Nominating Committee	Approve Nominating Committee Instructions	For	For	For	A vote FOR this item is warranted, due to a lack of controversy regarding the nominating committee and the instruction hereof.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR this item is warranted because the proposed remuneration report does not contravene good European executive remuneration practice. However, concerns are noted with regards to the lack of disclosure of targets under the company's STIP anno 2021.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Amend Articles/Bylaws/Charter --	Amend Articles Re: Participation at General Meeting	For	For	For	A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Miscellaneous Proposal - Environmental	Replace Fossil Materials with Renewable Forest Resources	None	Against	Against	A vote AGAINST this proposal is warranted as the proposal is deemed overly prescriptive and as the company is deemed to have taken significant steps to address the issues outlined by the shareholder.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Labor Issues - Discrimination and Miscellaneous	Action by The Board in Respect of Workers in H&M Supply Chain	None	Against	Against	A vote AGAINST this proposal is warranted as the company is deemed to have taken the necessary steps as requested by the shareholder, and as the proposal is heavily reliant on case information which is not available.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Miscellaneous Proposal - Environmental	Report on Sustainably Sourced and Organically Produced Cotton	None	For	For	A vote FOR this proposal is warranted as the requested disclosure would imply that the company increases disclosure on (1) independent labels used to source organic cotton and (2) thresholds and targets on recycled fibres in purchasing volumes, which is considered an appropriate step to take given the company's goal to source 100% recycled or other sustainably-sourced materials.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Labor Issues - Discrimination and Miscellaneous	Report on Prevention on Indirect Purchasing of Goods and Use of Forced Labour	None	For	For	A vote FOR this resolution is warranted given that a report on forced labor would further enhance shareholders' ability to assess the company's human and labor rights policies and initiatives.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Close Meeting	Close Meeting				This is a non-voting formality.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or	Designate Jan Andersson as Inspector of Minutes of Meeting	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or	Designate Erik Durhan as Inspector of Minutes of Meeting	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Minutes of Previous	Approve Agenda of Meeting	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	For	These are routine meeting formalities.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Receive Financial Statements and Statutory Reports (Non-	Receive Financial Statements and Statutory Reports				These are routine, non-voting items.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Comments by Auditor, Chair of The Board and CEO; Questions from Shareholders to The Board and Management				These are routine, non-voting items.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of SEK 6.50 Per Share	For	For	For	A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Board Chair Karl-Johan Persson	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Board Member Tim Gahnstrom	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Board Member Helena Isberg	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Board Member Louise Wikholm	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Deputy Board Member Margareta Welinder	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.

Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Deputy Board Member Hampus Glanzelius	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of CEO Helena Helmersson	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Board Member Stina Bergfors	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Board Member Anders Dahlvig	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Board Member Danica Kragic Jensfelt	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Board Member Lena Patriksson Keller	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Board Member Christian Sievert	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Board Member Erica Wiking Hager	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Board Member Niklas Zennstrom	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Hennes & Mauritz AB	HM.B	Sweden	04/05/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Board Member Ingrid Godin	For	For	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Mohamad Ali	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Stanley M. Bergman	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director James P. Breslawski	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Deborah Derby	For	Against	Against	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Joseph L. Herring	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Kurt P. Kuehn	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Philip A. Laskawy	For	Against	Against	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Anne H. Margulies	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Mark E. Mlotek	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Steven Paladino	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Carol Raphael	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director E. Dianne Rekow	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Scott Serota	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Bradley T. Sheares	For	Against	Against	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Elect Director	Elect Director Reed V. Tuckson	For	For	For	A vote AGAINST incumbent nominating committee members Philip (Phil) Laskawy, Deborah (Deb) Derby and Bradley Sheares is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.

Henry Schein, Inc.	HSIC	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. In addition to granting an entirely time-based one-time pandemic related equity award, the compensation committee revised its long-term incentive program to consist of entirely time-based equity awards, as opposed to the entirely performance-based awards granted in FY2020.
Henry Schein, Inc.	HSIC	USA	18/05/2022	Ratify Auditors	Ratify BDO USA, LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 2.68 percent of the fees paid to the auditor are for non-audit purposes.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Kuraishi, Seiji	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Higashi, Kazuhiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Nagata, Ryoko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Mibe, Toshihiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Takeuchi, Kohei	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Aoyama, Shinji	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Suzuki, Asako	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Suzuki, Masafumi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Sakai, Kunihiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Kokubu, Fumiya	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Honda Motor Co., Ltd.	7267	Japan	22/06/2022	Elect Director	Elect Director Ogawa, Yoichiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Elect Director	Elect Apurv Bagri as Director	For	For	For	A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	For	A vote FOR the general share issuance mandate is warranted for the following: * The share issuance limit does not exceed 10 percent of the relevant class of shares. * The company has specified a discount limit which is 10 percent.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Payable to the Chairman and Each of the Other Members of the Listing Operation Governance Committee of HKEX	For	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR these proposals is warranted.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Payable to the Chairman and Each of the Other Non-Executive Directors of HKEX	For	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR these proposals is warranted.
Hong Kong Exchanges and Clearing Limited	388	Hong Kong	27/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration Payable to the Chairman and Each of the Other Members in Respect of Each Committee	For	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR these proposals is warranted.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Mary L. Baglivo	For	Against	Against	A vote AGAINST incumbent nominating committee members Gordon Smith, Mary Baglivo and Walter Rakowich is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Herman E. Bulls	For	For	For	A vote AGAINST incumbent nominating committee members Gordon Smith, Mary Baglivo and Walter Rakowich is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Richard E. Marriott	For	For	For	A vote AGAINST incumbent nominating committee members Gordon Smith, Mary Baglivo and Walter Rakowich is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Mary Hogan Preusse	For	For	For	A vote AGAINST incumbent nominating committee members Gordon Smith, Mary Baglivo and Walter Rakowich is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Walter C. Rakowich	For	Against	Against	A vote AGAINST incumbent nominating committee members Gordon Smith, Mary Baglivo and Walter Rakowich is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director James F. Risoleo	For	For	For	A vote AGAINST incumbent nominating committee members Gordon Smith, Mary Baglivo and Walter Rakowich is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director Gordon H. Smith	For	Against	Against	A vote AGAINST incumbent nominating committee members Gordon Smith, Mary Baglivo and Walter Rakowich is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Elect Director	Elect Director A. William Stein	For	For	For	A vote AGAINST incumbent nominating committee members Gordon Smith, Mary Baglivo and Walter Rakowich is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Host Hotels & Resorts, Inc.	HST	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and long-term incentives are chiefly performance-conditioned, with performance shares transitioning to a full three-year performance period starting in FY22.
HubSpot, Inc.	HUBS	USA	07/06/2022	Elect Director	Elect Director Lorrie Norrington	For	Against	Against	A vote AGAINST director nominees Lorrie Norrington, Avanish Sahai, and Dharmesh Shah is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
HubSpot, Inc.	HUBS	USA	07/06/2022	Elect Director	Elect Director Avanish Sahai	For	Against	Against	A vote AGAINST director nominees Lorrie Norrington, Avanish Sahai, and Dharmesh Shah is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
HubSpot, Inc.	HUBS	USA	07/06/2022	Elect Director	Elect Director Dharmesh Shah	For	Against	Against	A vote AGAINST director nominees Lorrie Norrington, Avanish Sahai, and Dharmesh Shah is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
HubSpot, Inc.	HUBS	USA	07/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 13.35 percent of the fees paid to the auditor are for non-audit purposes.
HubSpot, Inc.	HUBS	USA	07/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
HubSpot, Inc.	HUBS	USA	07/06/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	For	A vote FOR this proposal is warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Raquel C. Bono	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Bruce D. Broussard	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Frank A. D'Amelio	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director David T. Feinberg	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Wayne A. I. Frederick	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.



Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director John W. Garratt	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Kurt J. Hilzinger	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director David A. Jones, Jr.	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Karen W. Katz	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Marcy S. Klevorn	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director William J. McDonald	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director Jorge S. Mesquita	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Elect Director	Elect Director James J. O'Brien	For	For	For	Votes AGAINST incumbent Nominating Committee members Frank D'Amelio, David Jones Jr., and Karen Katz are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Humana Inc.	HUM	USA	21/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 10.70 percent of the fees paid to the auditor are for non-audit purposes.
Humana Inc.	HUM	USA	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. The majority of compensation remains based on objective performance metrics resulting in an alignment between CEO pay and company performance.
IDP Education Limited	IEL	Australia	19/10/2021	Elect Director	Elect Chris Leptos as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Christopher (Chris) Leptos and Colin Stirling are warranted for lack of diversity on the board.
IDP Education Limited	IEL	Australia	19/10/2021	Elect Director	Elect Colin J. Stirling as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Christopher (Chris) Leptos and Colin Stirling are warranted for lack of diversity on the board.
IDP Education Limited	IEL	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST the remuneration report (Item 3) is warranted due to the following issues:* The CEO's FY21 STI bonus increased substantially by 53.6 percent over the prior year despite the company reporting weaker financial results and receiving \$7.973 million in government JobKeeper subsidies for the year under review as compared to \$4.5 million in the prior year;* The continued absence of appropriate disclosure in the STI, and concerns over the rigour of the EBIT target; and* The company has again failed to put an LTI grant resolution for shareholder approval at the AGM as a matter of good corporate governance.
IDP Education Limited	IEL	Australia	19/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	For	A qualified vote FOR this resolution is warranted despite the substantial level of increase in the fee cap. Based on a review, non-executive director fees are not considered contentious and over the last two fiscal years, with directors agreeing to take a reduction in fees in response to the impact of the COVID-19 lockdowns and restrictions. As a result of this, total director remuneration declined by 2.6 percent from FY20 to FY21 and declined by five percent from FY19 to FY20.Whilst some shareholders may consider the proposed fee cap increase to be excessive, the current fee cap would provide the board with scope to appoint one additional director, which may hinder further board refreshment and appointment of additional independent directors. Furthermore, the board discloses in the notice of meeting that for FY22, there are expected to be only minor director remuneration changes pertaining to committee fees for some non-executive directors.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Elect Director	Elect Director Daniel J. Brutto	For	For	For	A vote AGAINST incumbent nominating committee members Richard Lenny, Susan Crown, James Griffith, and Pamela Strobel is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Elect Director	Elect Director Susan Crown	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard Lenny, Susan Crown, James Griffith, and Pamela Strobel is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Elect Director	Elect Director Darrell L. Ford	For	For	For	A vote AGAINST incumbent nominating committee members Richard Lenny, Susan Crown, James Griffith, and Pamela Strobel is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Elect Director	Elect Director James W. Griffith	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard Lenny, Susan Crown, James Griffith, and Pamela Strobel is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Elect Director	Elect Director Jay L. Henderson	For	For	For	A vote AGAINST incumbent nominating committee members Richard Lenny, Susan Crown, James Griffith, and Pamela Strobel is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Elect Director	Elect Director Richard H. Lenny	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard Lenny, Susan Crown, James Griffith, and Pamela Strobel is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Elect Director	Elect Director E. Scott Santi	For	For	For	A vote AGAINST incumbent nominating committee members Richard Lenny, Susan Crown, James Griffith, and Pamela Strobel is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Elect Director	Elect Director David B. Smith, Jr.	For	For	For	A vote AGAINST incumbent nominating committee members Richard Lenny, Susan Crown, James Griffith, and Pamela Strobel is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Elect Director	Elect Director Pamela B. Strobel	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard Lenny, Susan Crown, James Griffith, and Pamela Strobel is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Elect Director	Elect Director Anre D. Williams	For	For	For	A vote AGAINST incumbent nominating committee members Richard Lenny, Susan Crown, James Griffith, and Pamela Strobel is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditor	For	For	For	A vote FOR this item is warranted because only 6.85 percent of the fees paid to the auditor are for non-audit purposes.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following concerns: * A majority of equity awards to the CEO are not tied to performance-contingent pay elements; * Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and * High CEO pay in relation to company peer group CEO median pay levels.
Illinois Tool Works Inc.	ITW	USA	06/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 20 percent to 10 percent would enhance shareholders' rights.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Julian C. Baker	For	Against	Against	A vote AGAINST incumbent nominating committee members Julian Baker, Jean-Jacques Bienaime and Jacquelyn Fouse is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Jean-Jacques Bienaime	For	Against	Against	A vote AGAINST incumbent nominating committee members Julian Baker, Jean-Jacques Bienaime and Jacquelyn Fouse is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Otis W. Brawley	For	For	For	A vote AGAINST incumbent nominating committee members Julian Baker, Jean-Jacques Bienaime and Jacquelyn Fouse is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Paul J. Clancy	For	For	For	A vote AGAINST incumbent nominating committee members Julian Baker, Jean-Jacques Bienaime and Jacquelyn Fouse is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Jacquelyn A. Fouse	For	Against	Against	A vote AGAINST incumbent nominating committee members Julian Baker, Jean-Jacques Bienaime and Jacquelyn Fouse is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.

Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Edmund P. Harrigan	For	For	For	A vote AGAINST incumbent nominating committee members Julian Baker, Jean-Jacques Bienaime and Jacqualyn Fouse is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Katherine A. High	For	For	For	A vote AGAINST incumbent nominating committee members Julian Baker, Jean-Jacques Bienaime and Jacqualyn Fouse is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Elect Director	Elect Director Herve Hoppenot	For	For	For	A vote AGAINST incumbent nominating committee members Julian Baker, Jean-Jacques Bienaime and Jacqualyn Fouse is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Incyte Corporation	INCY	USA	15/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following concerns: * A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and * High CEO pay relative to company performance compared to the company's peers.
Incyte Corporation	INCY	USA	15/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Infineon Technologies AG	IFX	Germany	17/02/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)				This is a non-voting item.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 0.27 per Share	For	For	For	A vote FOR this resolution is warranted due to lack of concerns.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Management Board	Approve Discharge of Management Board Member Reinhard Ploss for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Management Board	Approve Discharge of Management Board Member Helmut Gassel for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Management Board	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Management Board	Approve Discharge of Management Board Member Constanze Hufenbecher (from April 15, 2021) for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Management Board	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.

Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Infineon Technologies AG	IFX	Germany	17/02/2022	Ratify Auditors	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Infineon Technologies AG	IFX	Germany	17/02/2022	Elect Supervisory Board Member	Elect Geraldine Picaud to the Supervisory Board	For	For	For	Vote FOR the proposed nominee is warranted.
Ingenia Communities Group	INA	Australia	11/11/2021	Elect Director	Elect James Hazel as Director	For	Against	Against	Votes AGAINST incumbent nominee James (Jim) Hazel (Item 3.1) are warranted for lack of diversity on the board.Votes FOR the election of new nominee Sally Evans (Item 3.2) are warranted at this time.
Ingenia Communities Group	INA	Australia	11/11/2021	Elect Director	Elect Sally Evans as Director	For	For	For	Votes AGAINST incumbent nominee James (Jim) Hazel (Item 3.1) are warranted for lack of diversity on the board.Votes FOR the election of new nominee Sally Evans (Item 3.2) are warranted at this time.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Elect Director	Elect Director Daniel Lafrance	For	For	For	Vote WITHHOLD for incumbent nominating committee members Nathalie Francisci, Dalton McGuinty and Monique Mercier for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Elect Director	Elect Director Louis Veci	For	For	For	Vote WITHHOLD for incumbent nominating committee members Nathalie Francisci, Dalton McGuinty and Monique Mercier for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Elect Director	Elect Director Ross J. Beaty	For	For	For	Vote WITHHOLD for incumbent nominating committee members Nathalie Francisci, Dalton McGuinty and Monique Mercier for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Elect Director	Elect Director Pierre G. Brodeur	For	For	For	Vote WITHHOLD for incumbent nominating committee members Nathalie Francisci, Dalton McGuinty and Monique Mercier for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Elect Director	Elect Director Nathalie Francisci	For	Withhold	Withhold	Vote WITHHOLD for incumbent nominating committee members Nathalie Francisci, Dalton McGuinty and Monique Mercier for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Elect Director	Elect Director Richard Gagnon	For	For	For	Vote WITHHOLD for incumbent nominating committee members Nathalie Francisci, Dalton McGuinty and Monique Mercier for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Elect Director	Elect Director Michel Letellier	For	For	For	Vote WITHHOLD for incumbent nominating committee members Nathalie Francisci, Dalton McGuinty and Monique Mercier for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Elect Director	Elect Director Dalton James Patrick McGuinty	For	Withhold	Withhold	Vote WITHHOLD for incumbent nominating committee members Nathalie Francisci, Dalton McGuinty and Monique Mercier for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Elect Director	Elect Director Monique Mercier	For	Withhold	Withhold	Vote WITHHOLD for incumbent nominating committee members Nathalie Francisci, Dalton McGuinty and Monique Mercier for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Elect Director	Elect Director Ouma Sananikone	For	For	For	Vote WITHHOLD for incumbent nominating committee members Nathalie Francisci, Dalton McGuinty and Monique Mercier for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this item is warranted because only 16.67 percent of the total audit fees paid to the auditor are attributable to non-audit fees.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Approve Reduction in Share Capital	Approve Reduction in Stated Capital	For	For	For	Vote FOR this reduction in stated capital as this accounting request will not affect the value of the company or the shares and should better reflect the company's actual capitalisation and shareholder's equity.
Innervex Renewable Energy Inc.	INE	Canada	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote on Executive Compensation Approach	For	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Insurance Australia Group Ltd.	IAG	Australia	22/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST the remuneration report is warranted. An elevated level of concern is identified for misalignment of pay, performance and shareholder outcomes in quantitative pay-for-performance analysis. Bonus outcomes appear excessive and have been significantly increased from the prior year, being inconsistent with the reported loss and fixed financial performance and underperforming shareholder returns. Supporting reasons for this recommendation include:" A higher weighting to non-financial measures for the STI which are difficult to justify as a being worthy of a bonus given that the nature of these measures appear to be part of executives' day job duties," Non-disclosure of financial targets in the STI does not allow shareholders to independently assess the rigor of STI targets and justify bouses, being inconsistent with good governance and shareholder expectations for transparency presented by other large Australian companies," Concerns have been previously raised regarding the rigor of the Absolute ROE performance measure in the LTI which is assessed against a multiple of WACC – this measure has consistently provided for vesting, even over recent years where the company has underperformed GICS and index peers," Awarding of additional fees to directors who chair the boards of wholly owned subsidiary companies represents concerning governance practice and creates the potential for conflict of interests, and" The fixed remuneration increase of 12.5 percent for the CEO in FY22 is well above general salary inflation and will lead to a significant uplift in variable award opportunity in the STI and LTI, being inconsistent with the company performance and shareholder outcomes.
Insurance Australia Group Ltd.	IAG	Australia	22/10/2021	Elect Director	Elect Michelle Tredenick as Director	For	Against	Against	Votes AGAINST incumbent nominee Michelle Tredenick are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Insurance Australia Group Ltd.	IAG	Australia	22/10/2021	Elect Director	Elect David Armstrong as Director	For	For	For	Votes AGAINST incumbent nominee Michelle Tredenick are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Insurance Australia Group Ltd.	IAG	Australia	22/10/2021	Elect Director	Elect George Sartorel as Director	For	For	For	Votes AGAINST incumbent nominee Michelle Tredenick are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Insurance Australia Group Ltd.	IAG	Australia	22/10/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Nick Hawkins	For	For	For	A qualified vote FOR this resolution is warranted. These resolutions are the same as in prior years, including approval of the deferred STI and the FY22 LTI grant. Concerns are noted for the following" The quantum of CEO's LTI award opportunity has risen significantly in FY22 following a generous increase in fixed remuneration after one year in the role. This LTI grant is now above the median of similar sized companies and peers." The rigor of the Cash ROE performance measure in the LTI grant continues to warrant increased scrutiny given that it has historically provided a high level of vesting despite weak performance and shareholder returns." The deferred STI may be regarded as excessive given the issues raised in regard to the remuneration report.
Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director Charles Brindamour	For	For	For	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director Frederick Singer	For	Withhold	Withhold	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director Carolyn A. Wilkins	For	For	For	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director William L. Young	For	Withhold	Withhold	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.

Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director Emmanuel Clarke	For	For	For	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director Janet De Silva	For	For	For	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director Stephani Kingsmill	For	For	For	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director Jane E. Kinney	For	Withhold	Withhold	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director Robert G. Leary	For	For	For	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director Sylvie Paquette	For	For	For	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director Stuart J. Russell	For	For	For	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	Canada	11/05/2022	Elect Director	Elect Director Indira V. Samarasekera	For	Withhold	Withhold	Vote WITHHOLD for incumbent nominating committee members William (Bill) Young, Jane Kinney, Indira Samarasekera, and Frederick Singer for lack of diversity on the board. Vote FOR the remaining director nominees as no significant concerns have been identified at this time.
Intact Financial Corporation	IFC	Canada	11/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	Vote FOR this item because only 19.86 percent of the total audit fees paid to the auditor are attributable to non-audit fees.
Intact Financial Corporation	IFC	Canada	11/05/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote to Ratify Named Executive Officer's Compensation	For	For	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Eve Burton	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Scott D. Cook	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Richard L. Dalzell	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Sasan K. Goodarzi	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Deborah Liu	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Tekedra Mawakana	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Suzanne Nora Johnson	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Dennis D. Powell	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Brad D. Smith	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Thomas Szkutak	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Raul Vazquez	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Elect Director	Elect Director Jeff Weiner	For	For	For	A vote FOR the director nominees is warranted.
Intuit Inc.	INTU	USA	20/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. The annual incentive plan was sufficiently performance based with awards primarily determined by pre-set financial metrics. Moreover, nearly half of the long-term incentive award is performance-based and utilizes a multi-year performance period.
Intuit Inc.	INTU	USA	20/01/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 3.59 percent of the fees paid to the auditor are for non-audit purposes.
Intuit Inc.	INTU	USA	20/01/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Invocare Limited	IVC	Australia	20/05/2022	Elect Director	Elect Richard Davis as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Richard Davis and Megan Quinn is warranted for lack of diversity on the board. A qualified vote FOR the election of Kee Wong is warranted as he is an independent director serving on a board that is majority independent. However, he is a new member of the Audit, Risk and Compliance Committee and concerns are highlighted for excessive non-audit fees which exceed the amount of audit fees. Corporate governance concerns are raised regarding audit independence.
Invocare Limited	IVC	Australia	20/05/2022	Elect Director	Elect Megan Quinn as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Richard Davis and Megan Quinn is warranted for lack of diversity on the board. A qualified vote FOR the election of Kee Wong is warranted as he is an independent director serving on a board that is majority independent. However, he is a new member of the Audit, Risk and Compliance Committee and concerns are highlighted for excessive non-audit fees which exceed the amount of audit fees. Corporate governance concerns are raised regarding audit independence.
loneer Ltd.	INR	Australia	05/11/2021	Approve the Spill Resolution	Approve Conditional Spill Resolution	Against	Against	Against	A vote AGAINST this resolution is warranted. The board has taken on feedback from shareholders following the "first strike" at the 2020 AGM and responded appropriately." The company offered the form of equity security offered to directors in lieu of receipt of their director fees in cash as a result of this engagement;" Improved its disclosure of STI metrics; and" Implemented shareholding guidelines for its non-executive directors.Continued scrutiny will be required over remuneration matters and disclosure, use of discretion and corporate governance practices.
loneer Ltd.	INR	Australia	05/11/2021	Elect Director	Elect James D. Calaway as Director	For	For	For	A qualified vote FOR the re-election of James Calaway is warranted. He is an executive chair, which is not consistent with local market governance standards for the separation of the stewardship role of the chair and executive responsibilities. However, the term of his employment as an executive is temporary. A vote FOR the election of independent non-executive directors Rose McKinney-James and Margaret Walker is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
loneer Ltd.	INR	Australia	05/11/2021	Elect Director	Elect Rose McKinney-James as Director	For	For	For	A qualified vote FOR the re-election of James Calaway is warranted. He is an executive chair, which is not consistent with local market governance standards for the separation of the stewardship role of the chair and executive responsibilities. However, the term of his employment as an executive is temporary. A vote FOR the election of independent non-executive directors Rose McKinney-James and Margaret Walker is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
loneer Ltd.	INR	Australia	05/11/2021	Elect Director	Elect Margaret R. Walker as Director	For	For	For	A qualified vote FOR the re-election of James Calaway is warranted. He is an executive chair, which is not consistent with local market governance standards for the separation of the stewardship role of the chair and executive responsibilities. However, the term of his employment as an executive is temporary. A vote FOR the election of independent non-executive directors Rose McKinney-James and Margaret Walker is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
loneer Ltd.	INR	Australia	05/11/2021	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Issuance of Performance Rights to James D. Calaway in Lieu of Directors' Fees	For	For	For	A vote FOR the issuance of performance rights to directors (Items 4a-4e) is warranted because it represents an alignment of the interests of non-executive directors with the interests of shareholders and there is no increase in remuneration of the non-executive directors.
loneer Ltd.	INR	Australia	05/11/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Performance Rights to Julian Babarczy in Lieu of Directors' Fees	For	For	For	A vote FOR the issuance of performance rights to directors (Items 4a-4e) is warranted because it represents an alignment of the interests of non-executive directors with the interests of shareholders and there is no increase in remuneration of the non-executive directors.

Ioneer Ltd.	INR	Australia	05/11/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Performance Rights to Alan Davies in Lieu of Directors' Fees	For	For	For	A vote FOR the issuance of performance rights to directors (Items 4a-4e) is warranted because it represents an alignment of the interests of non-executive directors with the interests of shareholders and there is no increase in remuneration of the non-executive directors.
Ioneer Ltd.	INR	Australia	05/11/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Performance Rights to Rose McKinney-James in Lieu of Directors' Fees	For	For	For	A vote FOR the issuance of performance rights to directors (Items 4a-4e) is warranted because it represents an alignment of the interests of non-executive directors with the interests of shareholders and there is no increase in remuneration of the non-executive directors.
Ioneer Ltd.	INR	Australia	05/11/2021	Approve Outside Director Stock Awards/Options in Lieu of Cash	Approve Issuance of Performance Rights to Margaret R. Walker in Lieu of Directors' Fees	For	For	For	A vote FOR the issuance of performance rights to directors (Items 4a-4e) is warranted because it represents an alignment of the interests of non-executive directors with the interests of shareholders and there is no increase in remuneration of the non-executive directors.
Ioneer Ltd.	INR	Australia	05/11/2021	Approve Omnibus Stock Plan	Approve Equity Incentive Plan	For	For	For	A vote FOR this resolution is warranted as the Equity Incentive Plan establishes the broader framework for equity-incentives to a wider range of the company's employees. However, it is not without concern as the board retains broad discretion to waive performance, service, and vesting conditions.
Ioneer Ltd.	INR	Australia	05/11/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Potential Termination Benefits Under the Equity Incentive Plan	For	For	For	A vote FOR this resolution is warranted. The terms of the proposed equity plan are not problematic and the termination benefits do not deviate from market norms and expectations.
Ioneer Ltd.	INR	Australia	05/11/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Ioneer Ltd.	INR	Australia	21/10/2021	Approve Issuance of Shares for a Private Placement	Approve Issuance of Shares to Sibanye-Stillwater Limited	For	For	For	A qualified vote FOR this resolution is warranted given the board's rationale for the placement of shares although not without concerns, particularly the discount to the prevailing share price and the decline in share price following the announcement.
ITM Power Plc	ITM	United Kingdom	29/10/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.
ITM Power Plc	ITM	United Kingdom	29/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST this resolution is warranted because: " The Company paid exceptional bonuses to Executive Directors during the year and these bonuses were not based on pre-set targets, which is contrary to UK best practice." The Company also granted exceptional LTIP awards to Executive Directors in relation to the Fundraising." The Executive Directors received significant salary increases for FY2022 following a benchmarking exercise. It is highlighted that the executives' salaries were also increased significantly in FY2021.
ITM Power Plc	ITM	United Kingdom	29/10/2021	Elect Director	Elect Tom Rae as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Graham Cooley are warranted for lack of diversity on the board. Despite potential concerns due to his non-independence, a vote FOR the election of Tom Rae is warranted as he is not a member of the Audit and Remuneration Committees.A vote FOR the re-election of Andy Allen is warranted because no significant concerns have been identified.
ITM Power Plc	ITM	United Kingdom	29/10/2021	Elect Director	Re-elect Andrew Allen as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Graham Cooley are warranted for lack of diversity on the board. Despite potential concerns due to his non-independence, a vote FOR the election of Tom Rae is warranted as he is not a member of the Audit and Remuneration Committees.A vote FOR the re-election of Andy Allen is warranted because no significant concerns have been identified.
ITM Power Plc	ITM	United Kingdom	29/10/2021	Elect Director	Re-elect Dr Graham Cooley as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Graham Cooley are warranted for lack of diversity on the board. Despite potential concerns due to his non-independence, a vote FOR the election of Tom Rae is warranted as he is not a member of the Audit and Remuneration Committees. A vote FOR the re-election of Andy Allen is warranted because no significant concerns have been identified.
ITM Power Plc	ITM	United Kingdom	29/10/2021	Approve Auditors and Authorize Board to Fix Their Remuneration	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remuneration	For	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
ITM Power Plc	ITM	United Kingdom	29/10/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
ITM Power Plc	ITM	United Kingdom	29/10/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
ITM Power Plc	ITM	United Kingdom	15/11/2021	Approve Capital Raising	Authorise Issue of Equity Pursuant to the Placing and the Share Subscription	For	For	For	A vote FOR this transaction is warranted, although it is not without concerns: " The offer price represents a discount to the Company's market price prior to announcement.The main reasons for support are: " The proposed Placing and Share Subscription present a compelling case, noting that the proceeds will support the Company's technology initiatives and continued development.
ITM Power Plc	ITM	United Kingdom	15/11/2021	Approve Capital Raising	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Placing and the Share Subscription	For	For	For	A vote FOR this transaction is warranted, although it is not without concerns: " The offer price represents a discount to the Company's market price prior to announcement.The main reasons for support are: " The proposed Placing and Share Subscription present a compelling case, noting that the proceeds will support the Company's technology initiatives and continued development.
Itron, Inc.	ITRI	USA	12/05/2022	Elect Director	Elect Director Lynda L. Ziegler	For	Against	Against	A vote AGAINST incumbent nominating committee member Lynda Ziegler is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Itron, Inc.	ITRI	USA	12/05/2022	Elect Director	Elect Director Diana D. Tremblay	For	For	For	A vote AGAINST incumbent nominating committee member Lynda Ziegler is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Itron, Inc.	ITRI	USA	12/05/2022	Elect Director	Elect Director Santiago Perez	For	For	For	A vote AGAINST incumbent nominating committee member Lynda Ziegler is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Itron, Inc.	ITRI	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Itron, Inc.	ITRI	USA	12/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	Against	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.54 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Jackson Financial Inc.	JXN	USA	09/06/2022	Elect Director	Elect Director Lily Fu Claffee	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Steven Kandarian, Lily Fu Claffee, Martin Lippert and Esta Stecher for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Jackson Financial Inc.	JXN	USA	09/06/2022	Elect Director	Elect Director Gregory T. Durant	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Steven Kandarian, Lily Fu Claffee, Martin Lippert and Esta Stecher for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Jackson Financial Inc.	JXN	USA	09/06/2022	Elect Director	Elect Director Steven A. Kandarian	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Steven Kandarian, Lily Fu Claffee, Martin Lippert and Esta Stecher for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Jackson Financial Inc.	JXN	USA	09/06/2022	Elect Director	Elect Director Derek G. Kirkland	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Steven Kandarian, Lily Fu Claffee, Martin Lippert and Esta Stecher for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Jackson Financial Inc.	JXN	USA	09/06/2022	Elect Director	Elect Director Drew E. Lawton	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Steven Kandarian, Lily Fu Claffee, Martin Lippert and Esta Stecher for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.

Jackson Financial Inc.	JXN	USA	09/06/2022	Elect Director	Elect Director Martin J. Lippert	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Steven Kandarian, Lily Fu Claffee, Martin Lippert and Esta Stecher for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Jackson Financial Inc.	JXN	USA	09/06/2022	Elect Director	Elect Director Russell G. Noles	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Steven Kandarian, Lily Fu Claffee, Martin Lippert and Esta Stecher for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Jackson Financial Inc.	JXN	USA	09/06/2022	Elect Director	Elect Director Laura L. Prieskorn	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Steven Kandarian, Lily Fu Claffee, Martin Lippert and Esta Stecher for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Jackson Financial Inc.	JXN	USA	09/06/2022	Elect Director	Elect Director Esta E. Stecher	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Steven Kandarian, Lily Fu Claffee, Martin Lippert and Esta Stecher for a lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Jackson Financial Inc.	JXN	USA	09/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Jackson Financial Inc.	JXN	USA	09/06/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Jackson Financial Inc.	JXN	USA	09/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. Total CEO compensation was high during the year in review due to the annual incentive earned and significant equity awards granted. Annual incentives were based on pre-set objective measures, and a majority of the annual equity grants are performance-conditioned and subject to a multi-year performance period. Moreover, certain equity awards were one-time in nature and are not expected to recur. Continued monitoring is warranted given that it is unclear whether the high target bonus opportunities under the FY21 annual incentive program were one-time in nature set solely as a result of the demerger.
Jackson Financial Inc.	JXN	USA	09/06/2022	Eliminate Class of Common Stock	Eliminate Class B Common Stock	For	For	For	A vote FOR this proposal is warranted as it will simplify and update the company's governing documents and capital structure to reflect that no shares of class B common stock are outstanding, and will have no impact on the rights of current shareholders.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Elect Director	Elect Stephen Goddard as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Stephen Goddard are warranted for lack of diversity on the board. A qualified vote FOR the re-election of Robert Uechtritz is warranted noting some governance concerns regarding his non-independence given his long tenure on the board exceeding 12 years. A qualified vote FOR the election of Nick Wells is warranted noting that he is the CFO of the group and an executive director on a board that is majority independent. A vote FOR the election of Geoff Roberts is warranted.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Elect Director	Elect Richard Uechtritz as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Stephen Goddard are warranted for lack of diversity on the board. A qualified vote FOR the re-election of Robert Uechtritz is warranted noting some governance concerns regarding his non-independence given his long tenure on the board exceeding 12 years. A qualified vote FOR the election of Nick Wells is warranted noting that he is the CFO of the group and an executive director on a board that is majority independent. A vote FOR the election of Geoff Roberts is warranted.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Elect Director	Elect Geoff Roberts as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Stephen Goddard are warranted for lack of diversity on the board. A qualified vote FOR the re-election of Robert Uechtritz is warranted noting some governance concerns regarding his non-independence given his long tenure on the board exceeding 12 years. A qualified vote FOR the election of Nick Wells is warranted noting that he is the CFO of the group and an executive director on a board that is majority independent. A vote FOR the election of Geoff Roberts is warranted.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Elect Director	Elect Nick Wells as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Stephen Goddard are warranted for lack of diversity on the board. A qualified vote FOR the re-election of Robert Uechtritz is warranted noting some governance concerns regarding his non-independence given his long tenure on the board exceeding 12 years. A qualified vote FOR the election of Nick Wells is warranted noting that he is the CFO of the group and an executive director on a board that is majority independent. A vote FOR the election of Geoff Roberts is warranted.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Shares to Terry Smart	For	Against	Against	A vote AGAINST the grant of restricted shares to new CEO Terry Smart (Item 4a) and CFO Nick Wells (Item 4b) is warranted. The terms of the restricted shares under the Variable Reward Plan are similar to prior years and continued to be highlighted as problematic. In particular,* the restricted shares replace a conventional LTI plan and are granted following a one-year assessment of bonuses under the VRP and then have a three-year continuous service requirement only for vesting.* the restricted shares have no performance conditions attached as a condition of vesting, being inconsistent with accepted remuneration practices in the Australian market and shareholder requirements for long term bonuses to vest upon achievement of rigorous long-term performance targets which are aligned with long term shareholder outcomes,* the restricted shares have an entitlement to receive dividends during the performance period, and* the board retains broad discretion under the VRP in respect of termination and change-in-control award treatment.
JB Hi-Fi Limited	JBH	Australia	28/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Shares to Nick Wells	For	Against	Against	A vote AGAINST the grant of restricted shares to new CEO Terry Smart (Item 4a) and CFO Nick Wells (Item 4b) is warranted. The terms of the restricted shares under the Variable Reward Plan are similar to prior years and continued to be highlighted as problematic. In particular,* the restricted shares replace a conventional LTI plan and are granted following a one-year assessment of bonuses under the VRP and then have a three-year continuous service requirement only for vesting.* the restricted shares have no performance conditions attached as a condition of vesting, being inconsistent with accepted remuneration practices in the Australian market and shareholder requirements for long term bonuses to vest upon achievement of rigorous long-term performance targets which are aligned with long term shareholder outcomes,* the restricted shares have an entitlement to receive dividends during the performance period, and* the board retains broad discretion under the VRP in respect of termination and change-in-control award treatment.
JinkoSolar Holding Co., Ltd.	JKS	Cayman Islands	09/12/2021	Elect Director	Elect Director Xianhua Li	For	Against	Against	A vote AGAINST non-independent director nominee Xianhua Li is warranted for failing to establish a board on which a majority of the directors are independent directors.Votes AGAINST incumbent Nominating Committee member Stephen (Steven) Markscheid are warranted for lack of diversity on the board.
JinkoSolar Holding Co., Ltd.	JKS	Cayman Islands	09/12/2021	Elect Director	Elect Director Steven Markscheid	For	Against	Against	A vote AGAINST non-independent director nominee Xianhua Li is warranted for failing to establish a board on which a majority of the directors are independent directors.Votes AGAINST incumbent Nominating Committee member Stephen (Steven) Markscheid are warranted for lack of diversity on the board.
JinkoSolar Holding Co., Ltd.	JKS	Cayman Islands	09/12/2021	Ratify Auditors	Ratify PricewaterhouseCoopers Zhong Tian LLP as Auditors	For	For	For	A vote FOR these proposals is warranted.
JinkoSolar Holding Co., Ltd.	JKS	Cayman Islands	09/12/2021	Authorize Board to Fix Remuneration of External Auditors	Authorize Board to Fix Remuneration of Auditors	For	For	For	A vote FOR these proposals is warranted.
JinkoSolar Holding Co., Ltd.	JKS	Cayman Islands	09/12/2021	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	A vote FOR this proposal is warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Patrick Thomas as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Patrick Thomas, John O'Higgins, Jane Griffiths, Xiaozhi Liu, Christopher (Chris) Mothershead and Douglas (Doug) Webb are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Doug Webb as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Patrick Thomas, John O'Higgins, Jane Griffiths, Xiaozhi Liu, Christopher (Chris) Mothershead and Douglas (Doug) Webb are warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.

Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Authorize Board to Fix Remuneration of External	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Approve Dividends	Approve Final Dividend	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Elect Stephen Oxley as Director	For	For	Votes AGAINST incumbent Nominating Committee members Patrick Thomas, John O'Higgins, Jane Griffiths, Xiaozhi Liu, Christopher (Chris) Mottershead and Douglas (Doug) Webb are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Jane Griffiths as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Patrick Thomas, John O'Higgins, Jane Griffiths, Xiaozhi Liu, Christopher (Chris) Mottershead and Douglas (Doug) Webb are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Xiaozhi Liu as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Patrick Thomas, John O'Higgins, Jane Griffiths, Xiaozhi Liu, Christopher (Chris) Mottershead and Douglas (Doug) Webb are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Robert MacLeod as Director	For	For	Votes AGAINST incumbent Nominating Committee members Patrick Thomas, John O'Higgins, Jane Griffiths, Xiaozhi Liu, Christopher (Chris) Mottershead and Douglas (Doug) Webb are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect Chris Mottershead as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Patrick Thomas, John O'Higgins, Jane Griffiths, Xiaozhi Liu, Christopher (Chris) Mottershead and Douglas (Doug) Webb are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Johnson Matthey Plc	JMAT	United Kingdom	29/07/2021	Elect Director	Re-elect John O'Higgins as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Patrick Thomas, John O'Higgins, Jane Griffiths, Xiaozhi Liu, Christopher (Chris) Mottershead and Douglas (Doug) Webb are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Kathmandu Holdings Ltd.	KMD	New Zealand	23/11/2021	Elect Director	Elect David Kirk as Director	For	For	Item 1A qualified vote FOR Mr Kirk's re-election is warranted on the basis that:" he is an independent chairman of the board and his presence supports the continued composition of a majority independent board structure;" the board in majority independent at a 86 percent independence level under Social Advisory Services policy classification; and" the Audit, and Remuneration committees are all majority independent.However, shareholders may seek to engage with the board regarding any concerns for overboarding as he is an executive chairman of an ASX-listed investment fund. Social Advisory Services International Policy stipulates that an executive director should not hold more than one director role (where the chair position is counted as two equivalent director roles) at unrelated listed companies. Item 2A vote FOR the election of Michael Daly is warranted given his integral role as CEO of the company. Item 3A vote FOR the election of Abigail (Abby) Foote is warranted. Her presence supports the continued composition of a majority independent board structure, and no corporate governance concerns have been identified in relation to this nominee.
Kathmandu Holdings Ltd.	KMD	New Zealand	23/11/2021	Elect Director	Elect Michael Daly as Director	For	For	Item 1A qualified vote FOR Mr Kirk's re-election is warranted on the basis that:" he is an independent chairman of the board and his presence supports the continued composition of a majority independent board structure;" the board in majority independent at a 86 percent independence level under Social Advisory Services policy classification; and" the Audit, and Remuneration committees are all majority independent.However, shareholders may seek to engage with the board regarding any concerns for overboarding as he is an executive chairman of an ASX-listed investment fund. Social Advisory Services International Policy stipulates that an executive director should not hold more than one director role (where the chair position is counted as two equivalent director roles) at unrelated listed companies. Item 2A vote FOR the election of Michael Daly is warranted given his integral role as CEO of the company. Item 3A vote FOR the election of Abigail (Abby) Foote is warranted. Her presence supports the continued composition of a majority independent board structure, and no corporate governance concerns have been identified in relation to this nominee.
Kathmandu Holdings Ltd.	KMD	New Zealand	23/11/2021	Elect Director	Elect Abby Foote as Director	For	For	Item 1A qualified vote FOR Mr Kirk's re-election is warranted on the basis that:" he is an independent chairman of the board and his presence supports the continued composition of a majority independent board structure;" the board in majority independent at a 86 percent independence level under Social Advisory Services policy classification; and" the Audit, and Remuneration committees are all majority independent.However, shareholders may seek to engage with the board regarding any concerns for overboarding as he is an executive chairman of an ASX-listed investment fund. Social Advisory Services International Policy stipulates that an executive director should not hold more than one director role (where the chair position is counted as two equivalent director roles) at unrelated listed companies. Item 2A vote FOR the election of Michael Daly is warranted given his integral role as CEO of the company. Item 3A vote FOR the election of Abigail (Abby) Foote is warranted. Her presence supports the continued composition of a majority independent board structure, and no corporate governance concerns have been identified in relation to this nominee.
Kathmandu Holdings Ltd.	KMD	New Zealand	23/11/2021	Authorize Board to Fix Remuneration of External	Authorize Board to Fix Remuneration of the Auditors	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified in relation to the fees paid to the auditor.
Keio Corp.	9008	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Keio Corp.	9008	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director Komura, Yasushi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director Ono, Masahiro	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director Inoue, Shinichi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director Nakaoka, Kazunori	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director Minami, Yoshitaka	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director Tsumura, Satoshi	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director Takahashi, Atsushi	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."

Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director Furuichi, Takeshi	For	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director Wakabayashi, Katsuyoshi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director Yamagishi, Masaya	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director Miyasaka, Shuji	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Ito, Shunji	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Takekawa, Hiroshi	For	Against	Against	A vote AGAINST this director nominee is warranted because: " This outside director candidate who will be an audit committee member lacks independence.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Kitamura, Keiko	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Kaneko, Masashi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Keio Corp.	9008	Japan	29/06/2022	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	Approve Takeover Defense Plan (Poison Pill)	For	Against	Against	A vote AGAINST this poison pill plan is warranted because: " The total duration exceeds three years. " The board lacks sufficient independent monitoring. " The plan lacks a credible special committee.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of A Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Adopt New Articles of Association/Charter	Adopt New Memorandum of Association	For	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Elect Director	Elect Fiona Dawson as Director	For	For	For	A vote AGAINST incumbent nomination committee members Tom Moran, Hugh Brady and Karin Dorrepaal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Elect Director	Elect Michael Kerr as Director	For	For	For	A vote AGAINST incumbent nomination committee members Tom Moran, Hugh Brady and Karin Dorrepaal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Elect Director	Re-elect Gerry Behan as Director	For	For	For	A vote AGAINST incumbent nomination committee members Tom Moran, Hugh Brady and Karin Dorrepaal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Elect Director	Re-elect Dr Hugh Brady as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Tom Moran, Hugh Brady and Karin Dorrepaal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Elect Director	Re-elect Dr Karin Dorrepaal as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Tom Moran, Hugh Brady and Karin Dorrepaal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Elect Director	Re-elect Emer Gilvarry as Director	For	For	For	A vote AGAINST incumbent nomination committee members Tom Moran, Hugh Brady and Karin Dorrepaal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Elect Director	Re-elect Marguerite Larkin as Director	For	For	For	A vote AGAINST incumbent nomination committee members Tom Moran, Hugh Brady and Karin Dorrepaal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Elect Director	Re-elect Tom Moran as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Tom Moran, Hugh Brady and Karin Dorrepaal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Elect Director	Re-elect Christopher Rogers as Director	For	For	For	A vote AGAINST incumbent nomination committee members Tom Moran, Hugh Brady and Karin Dorrepaal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Elect Director	Re-elect Edmond Scanlon as Director	For	For	For	A vote AGAINST incumbent nomination committee members Tom Moran, Hugh Brady and Karin Dorrepaal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Elect Director	Re-elect Jinlong Wang as Director	For	For	For	A vote AGAINST incumbent nomination committee members Tom Moran, Hugh Brady and Karin Dorrepaal is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Authorize Board to Fix Remuneration of External	Authorise Board to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Approve Increase in Aggregate Compensation Ceiling for	Approve Increase in the Limit for Non- executive Directors' Fees	For	For	For	A vote FOR this resolution is warranted because no significant concerns have been identified.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR this resolution is warranted as no particular concerns have been identified.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Kerry Group Plc	KRZ	Ireland	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Kikkoman Corp.	2801	Japan	21/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 39	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Kikkoman Corp.	2801	Japan	21/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Mogi, Yuzaburo	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Inokuchi, Takeo	For	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Iino, Masako	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Sugiyama, Shinsuke	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Horikiri, Noriaki	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Nakano, Shozaburo	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Yamazaki, Koichi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Shimada, Masanao	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Mogi, Osamu	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Matsuyama, Asahi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Kamiyama, Takao	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.



Kikkoman Corp.	2801	Japan	21/06/2022	Elect Director	Elect Director Fukui, Toshihiko	For	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Kikkoman Corp.	2801	Japan	21/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor Kajikawa, Toru	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Alternate Statutory Auditor Endo, Kazuyoshi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Kikkoman Corp.	2801	Japan	21/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors and Statutory Auditors	Approve Compensation Ceilings for Directors and Statutory Auditors	For	For	For	A vote FOR this proposal is warranted because: * Financial performance does not imply that the company has failed to conduct business in the interests of shareholders. * The size of the proposed ceilings cannot be regarded as excessively high.
Kikkoman Corp.	2801	Japan	21/06/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Kikkoman Corp.	2801	Japan	21/06/2022	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	Approve Takeover Defense Plan (Poison Pill)	For	Against	Against	A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The plan lacks a credible special committee. * The company's proxy circular release timing leaves insufficient time to study the pill.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Shares	For	For	For	A vote FOR this Item is warranted as no concerns have been identified.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Authorize Reissuance of Repurchased Shares	Authorise Reissuance of Treasury Shares	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Amend Restricted Stock Plan	Amend Performance Share Plan	For	Against	Against	A vote AGAINST the proposed increase to the maximum level of the PSP is warranted, in line with concern over the quantum of the proposed increase and the timing of the increment.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Elect Director	Re-elect Jost Massenberg as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Jost Massenberg, Linda Hickey, and John Cronin is warranted for lack of diversity on the board. An ABSTENTION on the re-election of CEO, Gene Murtagh, is considered warranted: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. The Grenfell Tower Inquiry has raised serious questions into the corporate culture at Kingspan and reputational damage has been incurred. It is reasonable to hold the CEO ultimately accountable. An abstention signals a level of concern to the Board, pending the outcome of the Grenfell Tower Inquiry when its final report. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. A vote FOR the remaining director nominees is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Elect Director	Re-elect Gene Murtagh as Director	For	Abstain	Abstain	A vote AGAINST incumbent nomination committee members Jost Massenberg, Linda Hickey, and John Cronin is warranted for lack of diversity on the board. An ABSTENTION on the re-election of CEO, Gene Murtagh, is considered warranted: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. The Grenfell Tower Inquiry has raised serious questions into the corporate culture at Kingspan and reputational damage has been incurred. It is reasonable to hold the CEO ultimately accountable. An abstention signals a level of concern to the Board, pending the outcome of the Grenfell Tower Inquiry when its final report. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. A vote FOR the remaining director nominees is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Elect Director	Re-elect Geoff Doherty as Director	For	For	For	A vote AGAINST incumbent nomination committee members Jost Massenberg, Linda Hickey, and John Cronin is warranted for lack of diversity on the board. An ABSTENTION on the re-election of CEO, Gene Murtagh, is considered warranted: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. The Grenfell Tower Inquiry has raised serious questions into the corporate culture at Kingspan and reputational damage has been incurred. It is reasonable to hold the CEO ultimately accountable. An abstention signals a level of concern to the Board, pending the outcome of the Grenfell Tower Inquiry when its final report. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. A vote FOR the remaining director nominees is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Elect Director	Re-elect Russell Shiels as Director	For	For	For	A vote AGAINST incumbent nomination committee members Jost Massenberg, Linda Hickey, and John Cronin is warranted for lack of diversity on the board. An ABSTENTION on the re-election of CEO, Gene Murtagh, is considered warranted: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. The Grenfell Tower Inquiry has raised serious questions into the corporate culture at Kingspan and reputational damage has been incurred. It is reasonable to hold the CEO ultimately accountable. An abstention signals a level of concern to the Board, pending the outcome of the Grenfell Tower Inquiry when its final report. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. A vote FOR the remaining director nominees is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.

Kingspan Group Plc	KRX	Ireland	29/04/2022	Elect Director	Re-elect Gilbert McCarthy as Director	For	For	For	A vote AGAINST incumbent nomination committee members Jost Massenberg, Linda Hickey, and John Cronin is warranted for lack of diversity on the board. An ABSTENTION on the re-election of CEO, Gene Murtagh, is considered warranted: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. The Grenfell Tower Inquiry has raised serious questions into the corporate culture at Kingspan and reputational damage has been incurred. It is reasonable to hold the CEO ultimately accountable. An abstention signals a level of concern to the Board, pending the outcome of the Grenfell Tower Inquiry when its final report. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. A vote FOR the remaining director nominees is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Elect Director	Re-elect Linda Hickey as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Jost Massenberg, Linda Hickey, and John Cronin is warranted for lack of diversity on the board. An ABSTENTION on the re-election of CEO, Gene Murtagh, is considered warranted: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. The Grenfell Tower Inquiry has raised serious questions into the corporate culture at Kingspan and reputational damage has been incurred. It is reasonable to hold the CEO ultimately accountable. An abstention signals a level of concern to the Board, pending the outcome of the Grenfell Tower Inquiry when its final report. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. A vote FOR the remaining director nominees is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Elect Director	Re-elect Michael Cawley as Director	For	For	For	A vote AGAINST incumbent nomination committee members Jost Massenberg, Linda Hickey, and John Cronin is warranted for lack of diversity on the board. An ABSTENTION on the re-election of CEO, Gene Murtagh, is considered warranted: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. The Grenfell Tower Inquiry has raised serious questions into the corporate culture at Kingspan and reputational damage has been incurred. It is reasonable to hold the CEO ultimately accountable. An abstention signals a level of concern to the Board, pending the outcome of the Grenfell Tower Inquiry when its final report. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. A vote FOR the remaining director nominees is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Elect Director	Re-elect John Cronin as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Jost Massenberg, Linda Hickey, and John Cronin is warranted for lack of diversity on the board. An ABSTENTION on the re-election of CEO, Gene Murtagh, is considered warranted: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. The Grenfell Tower Inquiry has raised serious questions into the corporate culture at Kingspan and reputational damage has been incurred. It is reasonable to hold the CEO ultimately accountable. An abstention signals a level of concern to the Board, pending the outcome of the Grenfell Tower Inquiry when its final report. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. A vote FOR the remaining director nominees is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Elect Director	Re-elect Anne Heraty as Director	For	For	For	A vote AGAINST incumbent nomination committee members Jost Massenberg, Linda Hickey, and John Cronin is warranted for lack of diversity on the board. An ABSTENTION on the re-election of CEO, Gene Murtagh, is considered warranted: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. The Grenfell Tower Inquiry has raised serious questions into the corporate culture at Kingspan and reputational damage has been incurred. It is reasonable to hold the CEO ultimately accountable. An abstention signals a level of concern to the Board, pending the outcome of the Grenfell Tower Inquiry when its final report. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. A vote FOR the remaining director nominees is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Elect Director	Elect Eimear Moloney as Director	For	For	For	A vote AGAINST incumbent nomination committee members Jost Massenberg, Linda Hickey, and John Cronin is warranted for lack of diversity on the board. An ABSTENTION on the re-election of CEO, Gene Murtagh, is considered warranted: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. The Grenfell Tower Inquiry has raised serious questions into the corporate culture at Kingspan and reputational damage has been incurred. It is reasonable to hold the CEO ultimately accountable. An abstention signals a level of concern to the Board, pending the outcome of the Grenfell Tower Inquiry when its final report. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. A vote FOR the remaining director nominees is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Elect Director	Elect Paul Murtagh as Director	For	For	For	A vote AGAINST incumbent nomination committee members Jost Massenberg, Linda Hickey, and John Cronin is warranted for lack of diversity on the board. An ABSTENTION on the re-election of CEO, Gene Murtagh, is considered warranted: * Gene Murtagh has been with the Company since 1993, on the Board since 1999, and CEO since 2005. The Grenfell Tower Inquiry has raised serious questions into the corporate culture at Kingspan and reputational damage has been incurred. It is reasonable to hold the CEO ultimately accountable. An abstention signals a level of concern to the Board, pending the outcome of the Grenfell Tower Inquiry when its final report. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. A vote FOR the remaining director nominees is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Authorize Board to Fix Remuneration of External Management Climate-Related Proposal	Authorise Board to Fix Remuneration of Auditors Approve Planet Passionate Report	For	For	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	Against	Against	A vote AGAINST the remuneration policy is considered warranted because: * The Company is seeking to increase LTIP opportunity from 200% to 300% of basic salary. There are concerns with the quantum and the timing of the proposed increase.

Kingspan Group Plc	KRX	Ireland	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted although it is not without concern because: * The Company's reaction to the dissent expressed with the 2021 remuneration report may not appear satisfactory to all shareholders. * Pensions will not be aligned with the general workforce until 2024. However, support is warranted because: * No material disconnect between pay and performance has been identified in respect of the year under review.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Kingspan Group Plc	KRX	Ireland	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
KION GROUP AG	KGX	Germany	11/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)				This is a non-voting item.
KION GROUP AG	KGX	Germany	11/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.50 per Share	For	For	For	A vote FOR this resolution is warranted.
KION GROUP AG	KGX	Germany	11/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
KION GROUP AG	KGX	Germany	11/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
KION GROUP AG	KGX	Germany	11/05/2022	Ratify Auditors	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
KION GROUP AG	KGX	Germany	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST the remuneration report is warranted because: * Special bonuses have been awarded during the year under review. * The disclosure surrounding actual targets on an ex-post basis remain underdeveloped compared to market practice, and thus it is difficult to assess if targets are sufficiently challenging. * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration * The current compensation committee of the supervisory board is insufficiently independent, and has been so long-term.
KION GROUP AG	KGX	Germany	11/05/2022	Elect Supervisory Board Member	Elect Birgit Behrendt to the Supervisory Board	For	Against	Against	Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Michael Martin Macht, Alexander Dibelius and Xuguang Tan, are further warranted because of the failure to establish a sufficiently independent board and remuneration committee.
KION GROUP AG	KGX	Germany	11/05/2022	Elect Supervisory Board Member	Elect Alexander Dibelius to the Supervisory Board	For	Against	Against	Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Michael Martin Macht, Alexander Dibelius and Xuguang Tan, are further warranted because of the failure to establish a sufficiently independent board and remuneration committee.
KION GROUP AG	KGX	Germany	11/05/2022	Elect Supervisory Board Member	Elect Michael Macht to the Supervisory Board	For	Against	Against	Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Michael Martin Macht, Alexander Dibelius and Xuguang Tan, are further warranted because of the failure to establish a sufficiently independent board and remuneration committee.
KION GROUP AG	KGX	Germany	11/05/2022	Elect Supervisory Board Member	Elect Tan Xuguang to the Supervisory Board	For	Against	Against	Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Michael Martin Macht, Alexander Dibelius and Xuguang Tan, are further warranted because of the failure to establish a sufficiently independent board and remuneration committee.
Klabın SA	KLBN4	Brazil	23/03/2022	Company-Specific Compensation-Related	Re-Ratify Remuneration of Company's Management for 2021	For	For	For	A vote FOR these proposals is warranted because the company has provided a reasonable rationale for the proposed amendment to its 2021 global remuneration cap and fiscal council compensation.
Klabın SA	KLBN4	Brazil	23/03/2022	Approve Merger by Absorption	Approve Agreement to Absorb Monterla Holdings S.A. (Monterla)	For	For	For	A vote FOR these items is warranted because:* The company effectively owns 100 percent of its subsidiary;* The absorption will not result in any transfer of cash or shares away from the company;* The company has presented a reasonable rationale for the requests; and* The proposed transaction is neutral to shareholders.
Klabın SA	KLBN4	Brazil	23/03/2022	Approve Merger by Absorption	Approve Absorption of Monterla Holdings S.A. (Monterla), and Authorize Board to Ratify and Execute Approved Resolution	For	For	For	A vote FOR these items is warranted because:* The company effectively owns 100 percent of its subsidiary;* The absorption will not result in any transfer of cash or shares away from the company;* The company has presented a reasonable rationale for the requests; and* The proposed transaction is neutral to shareholders.
Klabın SA	KLBN4	Brazil	23/03/2022	Company-Specific Compensation-Related	Re-Ratify Remuneration of Fiscal Council Members for 2021	For	For	For	A vote FOR these proposals is warranted because the company has provided a reasonable rationale for the proposed amendment to its 2021 global remuneration cap and fiscal council compensation.
Klabın SA	KLBN4	Brazil	23/03/2022	Amend Long Term Variable	Amend Long Term Variable Compensation Plan Approved at the December 20, 2011 EGM	For	Against	Against	A vote AGAINST this request is warranted because, although some of the proposed amendments appear to be positive in nature, the terms of the underlying plan do not appear to adequately align the interests of its beneficiaries and those of the shareholders.
Klabın SA	KLBN4	Brazil	23/03/2022	Appoint Appraiser/Special Auditor/Liquidator	Ratify Apsis Consultoria e Avaliaçoes Ltda. as Independent Firm to Appraise Proposed Transaction	For	For	For	A vote FOR these items is warranted because:* The company effectively owns 100 percent of its subsidiary;* The absorption will not result in any transfer of cash or shares away from the company;* The company has presented a reasonable rationale for the requests; and* The proposed transaction is neutral to shareholders.
Klabın SA	KLBN4	Brazil	23/03/2022	Appoint Appraiser/Special Auditor/Liquidator	Approve Independent Firm's Appraisal Re: Klabın Florestal Ltda. (Florestal)	For	For	For	A vote FOR these items is warranted because:* The company effectively owns 100 percent of its subsidiary;* The absorption will not result in any transfer of cash or shares away from the company;* The company has presented a reasonable rationale for the requests; and* The proposed transaction is neutral to shareholders.
Klabın SA	KLBN4	Brazil	23/03/2022	Approve Merger by Absorption	Approve Agreement to Absorb Klabın Florestal Ltda. (Florestal)	For	For	For	A vote FOR these items is warranted because:* The company effectively owns 100 percent of its subsidiary;* The absorption will not result in any transfer of cash or shares away from the company;* The company has presented a reasonable rationale for the requests; and* The proposed transaction is neutral to shareholders.
Klabın SA	KLBN4	Brazil	23/03/2022	Approve Merger by Absorption	Approve Absorption of Klabın Florestal Ltda. (Florestal), and Authorize Board to Ratify and Execute Approved Resolution	For	For	For	A vote FOR these items is warranted because:* The company effectively owns 100 percent of its subsidiary;* The absorption will not result in any transfer of cash or shares away from the company;* The company has presented a reasonable rationale for the requests; and* The proposed transaction is neutral to shareholders.
Klabın SA	KLBN4	Brazil	23/03/2022	Appoint Appraiser/Special Auditor/Liquidator	Ratify Apsis Consultoria e Avaliaçoes Ltda. as Independent Firm to Appraise Proposed Transaction	For	For	For	A vote FOR these items is warranted because:* The company effectively owns 100 percent of its subsidiary;* The absorption will not result in any transfer of cash or shares away from the company;* The company has presented a reasonable rationale for the requests; and* The proposed transaction is neutral to shareholders.
Klabın SA	KLBN4	Brazil	23/03/2022	Appoint Appraiser/Special Auditor/Liquidator	Approve Independent Firm's Appraisal Re: Monterla Holdings S.A. (Monterla)	For	For	For	A vote FOR these items is warranted because:* The company effectively owns 100 percent of its subsidiary;* The absorption will not result in any transfer of cash or shares away from the company;* The company has presented a reasonable rationale for the requests; and* The proposed transaction is neutral to shareholders.
Klabın SA	KLBN4	Brazil	23/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2021	For	For	For	A vote FOR this routine proposal is warranted because:* Audited financials are available and there are no independent auditor qualifications; and* There are no known concerns regarding the company's financial statements or audit procedures.

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Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Paulo Sergio Coutinho Galvao Filho as Director and Maria Eugenia Lafer Galvao as Alternate	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.Support FOR the cumulative voting election (Item 4) and FOR the equal distribution of votes for the nominee(s) supported under cumulative voting (Item 9) is warranted to allow minority shareholders to concentrate their votes on the election of an independent dissident minority nominee presented under the cumulative election.ABSTAIN vote recommendations for the management nominees presented under Items 10a1-10a12 are warranted to allow minority shareholders to concentrate their votes on the election of an independent minority shareholder board nominee, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Roberto Klabin Xavier as Director and Lilia Klabin Levine as Alternate	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.Support FOR the cumulative voting election (Item 4) and FOR the equal distribution of votes for the nominee(s) supported under cumulative voting (Item 9) is warranted to allow minority shareholders to concentrate their votes on the election of an independent dissident minority nominee presented under the cumulative election.ABSTAIN vote recommendations for the management nominees presented under Items 10a1-10a12 are warranted to allow minority shareholders to concentrate their votes on the election of an independent minority shareholder board nominee, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Celso Lafer as Independent Director and Reinoldo Poembacher as Alternate	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.Support FOR the cumulative voting election (Item 4) and FOR the equal distribution of votes for the nominee(s) supported under cumulative voting (Item 9) is warranted to allow minority shareholders to concentrate their votes on the election of an independent dissident minority nominee presented under the cumulative election.ABSTAIN vote recommendations for the management nominees presented under Items 10a1-10a12 are warranted to allow minority shareholders to concentrate their votes on the election of an independent minority shareholder board nominee, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Daniel Miguel Klabin as Director and Amanda Klabin Tkacz as Alternate	Abstain	Abstain	ABSTAIN votes for the management nominees presented under this cumulative voting election items is recommended to allow shareholders to concentrate their votes on the election of an independent minority shareholder nominee to the board, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Sergio Francisco Monteiro de Carvalho Guimaraes as Independent Director and Joaquim Pedro Monteiro de Carvalho Collor de Mello as Alternate	Abstain	Abstain	ABSTAIN votes for the management nominees presented under this cumulative voting election items is recommended to allow shareholders to concentrate their votes on the election of an independent minority shareholder nominee to the board, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Camilo Marcantonio Junior as Independent Director and Ruan Alves Pires as Alternate	Abstain	Abstain	ABSTAIN votes for the management nominees presented under this cumulative voting election items is recommended to allow shareholders to concentrate their votes on the election of an independent minority shareholder nominee to the board, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Isabella Saboya de Albuquerque as Independent Director and Andriei Jose Beber as Alternate	For	For	A vote FOR this request is warranted because:* The election of a director appointed by minority shareholders will likely increase the company's board independence and minority shareholder representation; and* There are no known concerns regarding the proposed independent minority shareholder board nominee.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Wolff Klabin as Director and Jose Klabin as Alternate	Abstain	Abstain	ABSTAIN votes for the management nominees presented under this cumulative voting election items is recommended to allow shareholders to concentrate their votes on the election of an independent minority shareholder nominee to the board, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Vera Lafer as Director and Antonio Sergio Alfano as Alternate	Abstain	Abstain	ABSTAIN votes for the management nominees presented under this cumulative voting election items is recommended to allow shareholders to concentrate their votes on the election of an independent minority shareholder nominee to the board, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Francisco Lafer Pati as Director and Vera Lafer Lorch Cury as Alternate	Abstain	Abstain	ABSTAIN votes for the management nominees presented under this cumulative voting election items is recommended to allow shareholders to concentrate their votes on the election of an independent minority shareholder nominee to the board, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Horacio Lafer Piva as Director and Francisco Amaury Olsen as Alternate	Abstain	Abstain	ABSTAIN votes for the management nominees presented under this cumulative voting election items is recommended to allow shareholders to concentrate their votes on the election of an independent minority shareholder nominee to the board, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Paulo Sergio Coutinho Galvao Filho as Director and Maria Eugenia Lafer Galvao as Alternate	Abstain	Abstain	ABSTAIN votes for the management nominees presented under this cumulative voting election items is recommended to allow shareholders to concentrate their votes on the election of an independent minority shareholder nominee to the board, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Roberto Klabin Martins Xavier as Director and Lilia Klabin Levine as Alternate	Abstain	Abstain	ABSTAIN votes for the management nominees presented under this cumulative voting election items is recommended to allow shareholders to concentrate their votes on the election of an independent minority shareholder nominee to the board, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Celso Lafer as Independent Director and Reinoldo Poembacher as Alternate	Abstain	Abstain	ABSTAIN votes for the management nominees presented under this cumulative voting election items is recommended to allow shareholders to concentrate their votes on the election of an independent minority shareholder nominee to the board, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Roberto Luiz Leme Klabin as Independent Director and Marcelo Bertini de Rezende Barbosa as Alternate	Abstain	Abstain	ABSTAIN votes for the management nominees presented under this cumulative voting election items is recommended to allow shareholders to concentrate their votes on the election of an independent minority shareholder nominee to the board, as further discussed under Item 10b12.	
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Director Nominated by Preferred Shareholders	Elect Mauro Gentile Rodrigues da Cunha as Director and Tiago Curi Isaac as Alternate Appointed by Preferred Shareholder	None	For	For	A vote FOR these items is warranted because:* Minority preferred shareholders have disclosed a nominee for the separate minority board election;* The election of a minority representative to the board of directors would potentially improve the company's governance and provide greater board independence; and* There are no known concerns regarding the minority preferred shareholder incumbent board nominee.

Klabin SA	KLBN4	Brazil	23/03/2022	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	None	For	For	A vote FOR this proposal is warranted because the combination of two classes of shares for the purposes of establishing a separate election for a minority board representative increases the likelihood of having minority representation at the board level.
Klabin SA	KLBN4	Brazil	23/03/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Elect Fiscal Council Members	For	Abstain	Abstain	An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Item 16 of this meeting agenda.
Klabin SA	KLBN4	Brazil	23/03/2022	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	None	Against	Against	A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.
Klabin SA	KLBN4	Brazil	23/03/2022	Appoint Alternate Internal Statutory Auditor(s) Nominated by Preferred Shareholders [and Approve Auditor's/Auditors'	Elect Louise Barsi as Fiscal Council Member and Tiago Brasil Rocha as Alternate Appointed by Preferred Shareholder	None	For	For	A vote FOR this item is warranted because:* The name of the alternate fiscal council candidate nominated by preferred shareholders has been disclosed; and* There are no known problems regarding the company or its fiscal council.Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.
Klabin SA	KLBN4	Brazil	23/03/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Elect Mauricio Aquino Halewicz as Fiscal Council Member and Michele da Silva Gonsales Torres as Alternate Appointed by Minority Shareholder	None	For	For	A vote FOR this item is warranted because:* The names of the fiscal council nominee and alternate appointed by minority ordinary shareholders have been disclosed;* There is no indication of competing minority ordinary nominees; and* There are no known concerns regarding the proposed candidates.Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.
Klabin SA	KLBN4	Brazil	23/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Company's Management	For	For	For	A vote FOR this item is warranted because the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator, including the total compensation of its highest-paid executive.
Klabin SA	KLBN4	Brazil	23/03/2022	Appoint Internal Statutory Auditors (Bundled) [and Approve Auditors' Remuneration]	Approve Remuneration of Fiscal Council Members	For	For	For	A vote FOR this item is warranted because:* There are no known problems regarding the company's fiscal council; and* The company has disclosed the proposed remuneration.
Klabin SA	KLBN4	Brazil	23/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	For	A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.
Klabin SA	KLBN4	Brazil	23/03/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors at 13	For	For	For	A vote FOR this administrative request is warranted.
Klabin SA	KLBN4	Brazil	23/03/2022	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	None	For	For	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies.Support FOR the cumulative voting election (Item 4) and FOR the equal distribution of votes for the nominee(s) supported under cumulative voting (Item 9) is warranted to allow minority shareholders to concentrate their votes on the election of an independent dissident minority nominee presented under the cumulative election.ABSTAIN vote recommendations for the management nominees presented under Items 10a1-10a12 are warranted to allow minority shareholders to concentrate their votes on the election of an independent minority shareholder board nominee, as further discussed under Item 10b12.
Klabin SA	KLBN4	Brazil	23/03/2022	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	None	Abstain	Abstain	An ABSTAIN vote for this item is warranted because:* By the time this analysis was concluded, the company had not disclosed an ordinary minority shareholder nominee to be presented under a separate election; and* Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.
Klabin SA	KLBN4	Brazil	23/03/2022	As a Preferred Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian	As a Preferred Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	None	For	For	A vote FOR these items is warranted because:* Minority preferred shareholders have disclosed a nominee for the separate minority board election;* The election of a minority representative to the board of directors would potentially improve the company's governance and provide greater board independence; and* There are no known concerns regarding the minority preferred shareholder incumbent board nominee.
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Directors (Bundled)	Elect Directors - Slate 1	For	Against	Against	A vote AGAINST these items is warranted because:* The proposed board's level of independence fails to meet the expectations of institutional investors;* There are significant concerns regarding the majority of the management nominees included in both slates; and* Shareholders have presented an independent dissident nominee (included among the nominees presented under Slate 2) for whom minority shareholders can vote individually under the cumulative voting election.
Klabin SA	KLBN4	Brazil	23/03/2022	Elect Directors (Bundled Dissident Slate)	Elect Directors - Slate 2	None	Against	Against	A vote AGAINST these items is warranted because:* The proposed board's level of independence fails to meet the expectations of institutional investors;* There are significant concerns regarding the majority of the management nominees included in both slates; and* Shareholders have presented an independent dissident nominee (included among the nominees presented under Slate 2) for whom minority shareholders can vote individually under the cumulative voting election.
Klabin SA	KLBN4	Brazil	23/03/2022	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	None	Against	Against	A vote AGAINST this request is warranted because potential changes in the board slate composition can impact the board's independence level in a way that cannot be anticipated by shareholders at this time. As such, due to the lack of timely disclosure, international institutional investors are prevented from making an informed voting decision.
Klabin SA	KLBN4	Brazil	23/03/2022	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes to All Nominees in the Slate? OR In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes for Each Supported Nominee?	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	For	For	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. Support FOR the cumulative voting election (Item 4) and FOR the equal distribution of votes for the nominee(s) supported under cumulative voting (Item 9) is warranted to allow minority shareholders to concentrate their votes on the election of an independent dissident minority nominee presented under the cumulative election. ABSTAIN vote recommendations for the management nominees presented under Items 10a1-10a12 are warranted to allow minority shareholders to concentrate their votes on the election of an independent minority shareholder board nominee, as further discussed under Item 10b12.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Kerri B. Anderson	For	Against	Against	A vote AGAINST incumbent nominating committee members Peter Neupert, Kerri Anderson, Garheng Kong and Richelle Parham is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.

Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Jean-Luc Belingard	For	For	For	A vote AGAINST incumbent nominating committee members Peter Neupert, Kerrii Anderson, Garheng Kong and Richelle Parham is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Jeffrey A. Davis	For	For	For	A vote AGAINST incumbent nominating committee members Peter Neupert, Kerrii Anderson, Garheng Kong and Richelle Parham is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director D. Gary Gilliland	For	For	For	A vote AGAINST incumbent nominating committee members Peter Neupert, Kerrii Anderson, Garheng Kong and Richelle Parham is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Garheng Kong	For	Against	Against	A vote AGAINST incumbent nominating committee members Peter Neupert, Kerrii Anderson, Garheng Kong and Richelle Parham is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Peter M. Neupert	For	Against	Against	A vote AGAINST incumbent nominating committee members Peter Neupert, Kerrii Anderson, Garheng Kong and Richelle Parham is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Richelle P. Parham	For	Against	Against	A vote AGAINST incumbent nominating committee members Peter Neupert, Kerrii Anderson, Garheng Kong and Richelle Parham is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Adam H. Schechter	For	For	For	A vote AGAINST incumbent nominating committee members Peter Neupert, Kerrii Anderson, Garheng Kong and Richelle Parham is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director Kathryn E. Wengel	For	For	For	A vote AGAINST incumbent nominating committee members Peter Neupert, Kerrii Anderson, Garheng Kong and Richelle Parham is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Elect Director	Elect Director R. Sanders Williams	For	For	For	A vote AGAINST incumbent nominating committee members Peter Neupert, Kerrii Anderson, Garheng Kong and Richelle Parham is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and long-term incentives are chiefly performance-conditioned and linked to a multi-year performance period.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Laboratory Corporation of America Holdings	LH	USA	11/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Amend Right to Call Special Meeting to Remove One-Year Holding Requirement	Against	Against	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the one-year holding period is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.
Lake Resources N.L.	LKE	Australia	25/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	None	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. It is also noted that there were no cash bonuses paid to executives in FY21, which is in line with company performance during the year. Nevertheless, shareholders may be concerned with the unsubstantiated substantial increase in fixed remuneration.
Lake Resources N.L.	LKE	Australia	25/01/2022	Grant Equity Award to Third Party	Ratify Past Issuance of Options to Red Cloud Financial Services Inc.	For	For	For	A vote FOR this resolution is warranted.
Lake Resources N.L.	LKE	Australia	25/01/2022	Approve Stock Option Plan Grants	Ratify Past Issuance of Options to Peter Neilsen	For	Against	Against	A vote AGAINST this resolution is warranted because the features of the grant are not in line with local market standards.
Lake Resources N.L.	LKE	Australia	25/01/2022	Approve Share Plan Grant	Approve Issuance of Performance Shares to Peter Neilsen	For	For	For	A vote FOR these resolutions is warranted.
Lake Resources N.L.	LKE	Australia	25/01/2022	Approve Share Plan Grant	Approve Issuance of Performance Shares to Nicholas Lindsay	For	For	For	A vote FOR these resolutions is warranted.
Lake Resources N.L.	LKE	Australia	25/01/2022	Ratify Auditors	Appoint BDO Audit Pty Ltd as Auditor of the Company	For	For	For	A vote FOR this item is warranted because only 0 percent of the total audit fees paid to the auditor are attributable to non-audit fees.
Lake Resources N.L.	LKE	Australia	25/01/2022	Elect Director	Elect Stuart Crow as Director	For	Against	Against	Votes AGAINST incumbent nominee Stuart (Stu) Crow are warranted for lack of diversity on the board.Votes FOR Amalia Saenz are warranted at this time.
Lake Resources N.L.	LKE	Australia	25/01/2022	Elect Director	Elect Amalia Saenz as Director	For	For	For	Votes AGAINST incumbent nominee Stuart (Stu) Crow are warranted for lack of diversity on the board.Votes FOR Amalia Saenz are warranted at this time.
Lake Resources N.L.	LKE	Australia	25/01/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	Against	Against	A vote AGAINST the increase in the directors' fee pool is warranted. There is sufficient room under the current fee cap to accommodate the appointment of an additional director and to allow for any increase in NED remuneration.
Lake Resources N.L.	LKE	Australia	25/01/2022	Grant Equity Award to Third Party	Ratify Past Issuance of Options to Roth Capital Partners, LLC	For	For	For	A vote FOR this resolution is warranted.
Lake Resources N.L.	LKE	Australia	25/01/2022	Grant Equity Award to Third Party	Ratify Past Issuance of Options to Canaccord Genuity (Australia) Limited	For	For	For	A vote FOR this resolution is warranted.
Lake Resources N.L.	LKE	Australia	25/01/2022	Grant Equity Award to Third Party	Ratify Past Issuance of Options to SD Capital Advisory Limited and GKB Ventures Limited	For	For	For	A vote FOR this resolution is warranted.
Lake Resources N.L.	LKE	Australia	25/01/2022	Grant Equity Award to Third Party	Ratify Past Issuance of Options to Lodge Partners Pty Ltd	For	For	For	A vote FOR this resolution is warranted.
Lam Research Corporation	LRCX	USA	08/11/2021	Elect Director	Elect Director Sohail U. Ahmed	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Lam Research Corporation	LRCX	USA	08/11/2021	Elect Director	Elect Director Timothy M. Archer	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Lam Research Corporation	LRCX	USA	08/11/2021	Elect Director	Elect Director Eric K. Brandt	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Lam Research Corporation	LRCX	USA	08/11/2021	Elect Director	Elect Director Michael R. Cannon	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Lam Research Corporation	LRCX	USA	08/11/2021	Elect Director	Elect Director Catherine P. Lego	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Lam Research Corporation	LRCX	USA	08/11/2021	Elect Director	Elect Director Bethany J. Mayer	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Lam Research Corporation	LRCX	USA	08/11/2021	Elect Director	Elect Director Abhijit Y. Talwalkar	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Lam Research Corporation	LRCX	USA	08/11/2021	Elect Director	Elect Director Lih Shyng (Rick L.) Tsai	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.

Lam Research Corporation	LRCX	USA	08/11/2021	Elect Director	Elect Director Leslie F. Varon	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Lam Research Corporation	LRCX	USA	08/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While concern remains about the relatively vague disclosure with regards to the half of the annual incentives that is based on individual performance, the other half of the annual incentive payouts were contingent on a pre-set financial goal, and half of the long-term incentives are performance based.
Lam Research Corporation	LRCX	USA	08/11/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 1.34 percent of the fees paid to the auditor are for non-audit purposes.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Approve Treatment of Net Loss	Approve Treatment of Net Loss	For	For	For	Votes FOR these resolutions are warranted.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Approve Dividends	Approve Dividends of CHF 2.15 per Share from Capital Contribution Reserves	For	For	For	Votes FOR these resolutions are warranted.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Approve Discharge of Board and President	Approve Discharge of Board and Senior Management	For	For	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted though it is not without concern: * Only limited ex-post disclosure is provided to explain the evolution of variable payouts versus company performance. * Under the LTI, partial vesting is possible for below peer median performance under the relative TSR metric, while the EPS target is not disclosed. As such, there are some concerns regarding the potential rigor of the plan. The main reasons for support are: * The overall compensation framework is broadly in line with market practice. * There are no significant concerns regarding pay practices in the past year.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	For	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	For	For	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Elect Director	Reelect Andreas Umbach as Director	For	Against	Against	Board elections (Items 5.1.1-5.1.7) A vote AGAINST the nomination committee chair, Andreas Umbach, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 5.2) A vote AGAINST Andreas Umbach as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Elect Director	Reelect Eric Elzvik as Director	For	For	For	Board elections (Items 5.1.1-5.1.7) A vote AGAINST the nomination committee chair, Andreas Umbach, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 5.2) A vote AGAINST Andreas Umbach as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Elect Director	Reelect Peter Mainz as Director	For	For	For	Board elections (Items 5.1.1-5.1.7) A vote AGAINST the nomination committee chair, Andreas Umbach, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 5.2) A vote AGAINST Andreas Umbach as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Elect Director	Reelect Soren Sorensen as Director	For	For	For	Board elections (Items 5.1.1-5.1.7) A vote AGAINST the nomination committee chair, Andreas Umbach, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 5.2) A vote AGAINST Andreas Umbach as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Elect Director	Reelect Andreas Spreiter as Director	For	For	For	Board elections (Items 5.1.1-5.1.7) A vote AGAINST the nomination committee chair, Andreas Umbach, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 5.2) A vote AGAINST Andreas Umbach as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Elect Director	Reelect Christina Stercken as Director	For	For	For	Board elections (Items 5.1.1-5.1.7) A vote AGAINST the nomination committee chair, Andreas Umbach, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 5.2) A vote AGAINST Andreas Umbach as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Elect Director	Reelect Laureen Tolson as Director	For	For	For	Board elections (Items 5.1.1-5.1.7) A vote AGAINST the nomination committee chair, Andreas Umbach, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 5.2) A vote AGAINST Andreas Umbach as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Elect Board Chairman/Vice-Chairman	Reelect Andreas Umbach as Board Chair	For	Against	Against	Board elections (Items 5.1.1-5.1.7) A vote AGAINST the nomination committee chair, Andreas Umbach, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 5.2) A vote AGAINST Andreas Umbach as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Elect Member of Remuneration Committee	Reappoint Eric Elzvik as Member of the Compensation Committee	For	For	For	Board elections (Items 5.1.1-5.1.7) A vote AGAINST the nomination committee chair, Andreas Umbach, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 5.2) A vote AGAINST Andreas Umbach as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Elect Member of Remuneration Committee	Reappoint Peter Mainz as Member of the Compensation Committee	For	For	For	Board elections (Items 5.1.1-5.1.7) A vote AGAINST the nomination committee chair, Andreas Umbach, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 5.2) A vote AGAINST Andreas Umbach as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Elect Member of Remuneration Committee	Reappoint Laureen Tolson as Member of the Compensation Committee	For	For	For	Board elections (Items 5.1.1-5.1.7) A vote AGAINST the nomination committee chair, Andreas Umbach, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 5.2) A vote AGAINST Andreas Umbach as board chair is warranted because his election to the board does not warrant support. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers AG as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Designate X as Independent Proxy	Designate ADROIT Anwaelte as Independent Proxy	For	For	For	A vote FOR this proposal is warranted due to a lack of concerns.



Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Renewal of CHF 28.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	For	A vote FOR the proposed authorisation is warranted.
Landis+Gyr Group AG	LAND	Switzerland	24/06/2022	Other Business	Transact Other Business (Voting)	For	Against	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Li Auto Inc.	2015	Cayman Islands	16/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	-- Amend Memorandum and Articles of Association	For	For	For	A vote FOR this proposal is warranted given that the proposed amendments are intended to streamline the company's Articles with the requirements in the Hong Kong Listing Rules as the company has recently been dual primary listed on The Stock Exchange of Hong Kong Limited, thereby ensuring compliance with the rules and regulations governing the company as well as reflecting the company's actual circumstances.
Li Auto Inc.	2015	Cayman Islands	16/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	-- Amend Memorandum and Articles of Association	For	For	For	A vote FOR this proposal is warranted given that the proposed amendments are intended to streamline the company's Articles with the requirements in the Hong Kong Listing Rules as the company has recently been dual primary listed on The Stock Exchange of Hong Kong Limited, thereby ensuring compliance with the rules and regulations governing the company as well as reflecting the company's actual circumstances.
Li Auto Inc.	2015	Cayman Islands	16/11/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.* The company has not specified the discount limit.
Li Auto Inc.	2015	Cayman Islands	16/11/2021	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Li Auto Inc.	2015	Cayman Islands	16/11/2021	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	For	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.* The company has not specified the discount limit.
Li Auto Inc.	2015	Cayman Islands	17/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	In the absence of any known issues concerning the company's audited accounts and financial statements, a vote FOR this resolution is warranted.
Li Auto Inc.	2015	Cayman Islands	17/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Li Auto Inc.	2015	Cayman Islands	17/05/2022	Elect Director	Elect Director Fan Zheng	For	Against	Against	A vote AGAINST non-independent director nominee Zheng Fan is warranted for failing to establish a board on which a majority of the directors are independent directors. A vote AGAINST incumbent nominating committee member Hongqiang Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Li Auto Inc.	2015	Cayman Islands	17/05/2022	Elect Director	Elect Director Zhao Hongqiang	For	Against	Against	A vote AGAINST non-independent director nominee Zheng Fan is warranted for failing to establish a board on which a majority of the directors are independent directors. A vote AGAINST incumbent nominating committee member Hongqiang Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Li Auto Inc.	2015	Cayman Islands	17/05/2022	Elect Director	Elect Director Jiang Zhenyu	For	For	For	A vote AGAINST non-independent director nominee Zheng Fan is warranted for failing to establish a board on which a majority of the directors are independent directors. A vote AGAINST incumbent nominating committee member Hongqiang Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Li Auto Inc.	2015	Cayman Islands	17/05/2022	Elect Director	Elect Director Xiao Xing	For	For	For	A vote AGAINST non-independent director nominee Zheng Fan is warranted for failing to establish a board on which a majority of the directors are independent directors. A vote AGAINST incumbent nominating committee member Hongqiang Zhao is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Li Auto Inc.	2015	Cayman Islands	17/05/2022	Approve Remuneration of Directors and/or Committee	Approve Remuneration of Directors	For	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Li Auto Inc.	2015	Cayman Islands	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent; and * The company has not specified the discount limit.
Li Auto Inc.	2015	Cayman Islands	17/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	For	A vote FOR this resolution is warranted the absence of any known issues concerning the proposed share repurchase.
Li Auto Inc.	2015	Cayman Islands	17/05/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	For	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent; and * The company has not specified the discount limit.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Elect Director	Elect Glen Boreham as Director	For	For	For	A vote FOR the re-election of Glen Boreham (Item 1), Andrew (Andy) Green (Item2), and Fiona Trafford-Walker (Item 3) is warranted. They serve as independent non-executive directors. As no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Elect Director	Elect Andrew Green as Director	For	For	For	A vote FOR the re-election of Glen Boreham (Item 1), Andrew (Andy) Green (Item2), and Fiona Trafford-Walker (Item 3) is warranted. They serve as independent non-executive directors. As no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Elect Director	Elect Fiona Trafford-Walker as Director	For	For	For	A vote FOR the re-election of Glen Boreham (Item 1), Andrew (Andy) Green (Item2), and Fiona Trafford-Walker (Item 3) is warranted. They serve as independent non-executive directors. As no material issues have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST the remuneration report is warranted, given concerns being raised regarding: * A high concern for misalignment of pay, performance and shareholder interests is identified in quantitative pay for performance analysis;* Fixed pay is set materially higher than market cap and certain industry peers with an additional increase announced for the CEO fixed pay for FY22, and STI and LTI opportunities are also excessive;* Inferior and absent disclosure of specific and quantified STI performance thresholds, targets and maximum levels in the STI is inconsistent with good governance practices in the local market to allow shareholders sufficient transparency to independently evaluate the rigor of targets and alignment with performance, bonuses and shareholder interests;* The STI financial gateway linked to Operating NPATA was set almost 50 percent lower than prior year (from \$151.7 million to \$78.1 million) and questionable rigor of the target has resulted in a significant STI bonus;* The remaining KPIs (strategy, customer and stakeholder, people and leadership and operational excellence) are 'day job' duties offering high STI bonuses;* The chairman and NED base fees remain elevated relative to the median of ASX 126-150 peers and an additional increase of 5 percent was announced by the company for FY22; and* The ongoing use of retention grants.
Link Administration Holdings Limited	LNK	Australia	23/11/2021	Renew Partial Takeover Provision	Approve Reinsertion of Proportional Takeover Provisions in the Constitution	For	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.

[illegible]

Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Elect Director	Elect Director Latrice Watkins	For	For	For	A vote AGAINST incumbent nominating committee members Maverick Carter and Randall Mays is warranted for lack of diversity on the board. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.
Live Nation Entertainment, Inc.	LYV	USA	16/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 6.58 percent of the fees paid to the auditor are for non-audit purposes.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Patrick Berard	For	Against	Against	A vote AGAINST incumbent nominating committee members Patrick Berard, Meg Divitto, Blythe McGarvie and Jody Miller is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Meg A. Divitto	For	Against	Against	A vote AGAINST incumbent nominating committee members Patrick Berard, Meg Divitto, Blythe McGarvie and Jody Miller is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Robert M. Hanser	For	For	For	A vote AGAINST incumbent nominating committee members Patrick Berard, Meg Divitto, Blythe McGarvie and Jody Miller is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Joseph M. Holsten	For	For	For	A vote AGAINST incumbent nominating committee members Patrick Berard, Meg Divitto, Blythe McGarvie and Jody Miller is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Blythe J. McGarvie	For	Against	Against	A vote AGAINST incumbent nominating committee members Patrick Berard, Meg Divitto, Blythe McGarvie and Jody Miller is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director John W. Mendel	For	For	For	A vote AGAINST incumbent nominating committee members Patrick Berard, Meg Divitto, Blythe McGarvie and Jody Miller is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Jody G. Miller	For	Against	Against	A vote AGAINST incumbent nominating committee members Patrick Berard, Meg Divitto, Blythe McGarvie and Jody Miller is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Guhan Subramanian	For	For	For	A vote AGAINST incumbent nominating committee members Patrick Berard, Meg Divitto, Blythe McGarvie and Jody Miller is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Xavier Urbain	For	For	For	A vote AGAINST incumbent nominating committee members Patrick Berard, Meg Divitto, Blythe McGarvie and Jody Miller is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Jacob H. Welch	For	For	For	A vote AGAINST incumbent nominating committee members Patrick Berard, Meg Divitto, Blythe McGarvie and Jody Miller is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Elect Director	Elect Director Dominick Zarcone	For	For	For	A vote AGAINST incumbent nominating committee members Patrick Berard, Meg Divitto, Blythe McGarvie and Jody Miller is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
LKQ Corporation	LKQ	USA	10/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 21.51 percent of the fees paid to the auditor are for non-audit purposes.
LKQ Corporation	LKQ	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of the CEO's pay is conditioned on objective performance metrics.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	This routine item warrants shareholder support.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Ratify Auditors	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2022	For	For	For	A vote FOR this item is warranted because only 4.76 percent of the fees paid to the auditor are for non-audit purposes.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Designate X as Independent Proxy	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	For	For	For	A vote FOR this proposal is warranted.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns are identified at this time.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Approve Allocation of Income and Dividends	Appropriation of Retained Earnings and Declaration of Dividend	For	For	For	A vote FOR this proposal is warranted given the increase in the dividend.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	For	A vote FOR this proposal is warranted.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Director	Elect Director Patrick Aebischer	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Director	Elect Director Wendy Becker	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Director	Elect Director Edouard Bugnion	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Director	Elect Director Riet Cadonau	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Director	Elect Director Bracken Darrell	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Director	Elect Director Guy Gecht	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Director	Elect Director Neil Hunt	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Director	Elect Director Marjorie Lao	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Director	Elect Director Neela Montgomery	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Director	Elect Director Michael Polk	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Director	Elect Director Deborah Thomas	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Board Chairman/Vice-Chairman	Elect Wendy Becker as Board Chairman	For	For	For	A vote FOR the election of Wendy Becker as chair of the board is warranted given that the roles of chair and CEO are separated and there are no governance concerns with the candidate.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Member of Remuneration Committee	Appoint Edouard Bugnion as Member of the Compensation Committee	For	For	For	A vote FOR these proposals is warranted given that all the directors nominated to serve on the compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Member of Remuneration Committee	Appoint Riet Cadonau as Member of the Compensation Committee	For	For	For	A vote FOR these proposals is warranted given that all the directors nominated to serve on the compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Member of Remuneration Committee	Appoint Neil Hunt as Member of the Compensation Committee	For	For	For	A vote FOR these proposals is warranted given that all the directors nominated to serve on the compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.

Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Member of Remuneration Committee	Appoint Michael Polk as Member of the Compensation Committee	For	For	For	A vote FOR these proposals is warranted given that all the directors nominated to serve on the compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Elect Member of Remuneration Committee	Appoint Neela Montgomery as Member of the Compensation Committee	For	For	For	A vote FOR these proposals is warranted given that all the directors nominated to serve on the compensation committee are independent, and there are no governance concerns that would warrant negative recommendations on committee members at this time.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Board of Directors in the Amount of CHF 3,400,000	For	For	For	A vote FOR this proposal is warranted.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of the Group Management Team in the Amount of USD 24,900,000	For	For	For	As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis (Item 2). Accordingly, a vote FOR this proposal is warranted.
Logitech International S.A.	LOGN	Switzerland	08/09/2021	Other Business	Authorize Independent Representative to Vote on Any Amendment to Previous Resolutions	For	Against	Against	A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.
M3, Inc.	2413	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	Against	Against	A vote AGAINST this proposal is warranted because: " The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Tanimura, Itaru	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Tomaru, Akihiko	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Tsuchiya, Eiji	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Izumiya, Kazuyuki	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Nakamura, Rie	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director Yoshida, Kenichiro	For	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Yamazaki, Mayuka	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Ebata, Takako	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
M3, Inc.	2413	Japan	28/06/2022	Elect Director	Elect Director and Audit Committee Member Toyama, Ryoko	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Magellan Financial Group Limited	MFG	Australia	21/10/2021	Elect Director	Elect Hamish Macquarie Douglass as Director	For	Against	Against	Votes AGAINST incumbent nominee Hamish Douglass are warranted for lack of diversity on the board.Votes FOR Colette Garnsey are warranted at this time.
Magellan Financial Group Limited	MFG	Australia	21/10/2021	Elect Director	Elect Colette Mary Garnsey as Director	For	For	For	Votes AGAINST incumbent nominee Hamish Douglass are warranted for lack of diversity on the board.Votes FOR Colette Garnsey are warranted at this time.
Magellan Financial Group Limited	MFG	Australia	21/10/2021	Approve Share Plan Grant	Approve Issuance of Plan Shares to Colette Mary Garnsey	For	For	For	A qualified vote FOR the resolutions to issue shares and provide an associated benefit to the director is warranted. These items are the same as proposed by the Company in prior years to other directors with the stated intention of aligning the interests of directors with shareholders. Some shareholders will be concerned that there is nil interest charged in the loan provided to the director. Unlike other schemes which shareholders may have seen, the loan is full recourse to the director. There is no concern for margin call since the company makes the loan. Accordingly, given ownership of the shares and full recourse financing provided by the company to the director, this is designed to align the director's interests with shareholders.
Magellan Financial Group Limited	MFG	Australia	21/10/2021	Approve Share Plan Grant	Approve Issuance of Related Party Benefit to Colette Mary Garnsey	For	For	For	A qualified vote FOR the resolutions to issue shares and provide an associated benefit to the director is warranted. These items are the same as proposed by the Company in prior years to other directors with the stated intention of aligning the interests of directors with shareholders. Some shareholders will be concerned that there is nil interest charged in the loan provided to the director. Unlike other schemes which shareholders may have seen, the loan is full recourse to the director. There is no concern for margin call since the company makes the loan. Accordingly, given ownership of the shares and full recourse financing provided by the company to the director, this is designed to align the director's interests with shareholders.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Creation of Authorized Capital 2022/III under the Restricted Stock Unit Program 2022/II and the Respective Amendment of Section 3 Paragraph 19 of the Constitution	For	For	For	A vote FOR the resolutions is warranted. The Restricted Stock Unit program will serve as the company's long-term and short-term incentive program for its non-KMP employees. Investor expectations around vesting periods and performance hurdles for executive incentive grants do not extend to incentive grants to employees generally. Additionally, shareholders will be able to assess any future grant proposed for a director as such will require separate approval. The overall dilutive effect is low (0.38 percent of shares outstanding following the capital increase).
Marley Spoon AG	MMM	Germany	31/05/2022	Amend Executive Share Option Plan	Approve Adjustment of the Authorizations Regarding the Share Option Program 2018, Share Option Program 2019, Share Option Program 2020 and Share Option Program 2021	For	For	For	A vote FOR the resolution is warranted. These are non-contentious items that will have no effect on shareholders' rights or interests, the company has stated that the changes are being made in line with the proposed capital increase (Item 6).
Marley Spoon AG	MMM	Germany	31/05/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase or Cancellation of Repurchased Shares	For	For	For	A vote FOR the resolution is warranted. The company attests that it will only acquire treasury shares of the Company up to the lower of a total of 10 percent of the share capital, and the dilutive effect for existing shareholders is low. The purposes for which the shares will be used are well disclosed and will be used in particular in connection with business combinations or the acquisition of companies.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Merger Agreement	Approve Joint Merger Plan Between Marley Spoon AG as Acquiring Company and MS Holding AG, Klagenfurt, Austria, as Transferring Company	For	For	For	A vote FOR this resolution is warranted as there are no material concerns or governance issues identified.
Marley Spoon AG	MMM	Germany	31/05/2022	Elect Director	Elect Deena Robyn Shift as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Deena Shift, Kim Anderson and Robin Low is warranted for lack of diversity on the board. Votes FOR Roy Peticucci are warranted at this time.
Marley Spoon AG	MMM	Germany	31/05/2022	Elect Director	Elect Roy Peticucci as Director	For	For	For	A vote AGAINST incumbent nomination committee members Deena Shift, Kim Anderson and Robin Low is warranted for lack of diversity on the board. Votes FOR Roy Peticucci are warranted at this time.
Marley Spoon AG	MMM	Germany	31/05/2022	Elect Director	Elect Kim Elizabeth Winifred Anderson as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Deena Shift, Kim Anderson and Robin Low is warranted for lack of diversity on the board. Votes FOR Roy Peticucci are warranted at this time.
Marley Spoon AG	MMM	Germany	31/05/2022	Elect Director	Elect Robin Low as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Deena Shift, Kim Anderson and Robin Low is warranted for lack of diversity on the board. Votes FOR Roy Peticucci are warranted at this time.

Marley Spoon AG	MMM	Germany	31/05/2022	Approve Restricted Stock Plan	Approve Restricted Stock Unit Program 2022 and Issue of Securities Under that Program	For	For	For	A vote FOR the resolutions is warranted. The Restricted Stock Unit program will serve as the company's long-term and short-term incentive program for its non-KMP employees. Investor expectations around vesting periods and performance hurdles for executive incentive grants do not extend to incentive grants to employees generally. Additionally, shareholders will be able to assess any future grant proposed for a director as such will require separate approval. The overall dilutive effect is low (0.38 percent of shares outstanding following the capital increase).
Marley Spoon AG	MMM	Germany	31/05/2022	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement CDs to a European Institutional Investor	For	For	For	A vote FOR this resolution is warranted. The dilution and premium is not problematic and the proceeds will be used in connection with the company's completed acquisition of Chefgood and for general working capital.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for the Financial Year 2021	For	For	For	A vote FOR these resolutions is warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for the Financial Year 2021	For	For	For	A vote FOR these resolutions is warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Marley Spoon AG	MMM	Germany	31/05/2022	Ratify Auditors	Ratify Ernst & Young GmbH as Auditors for Financial Year 2022	For	For	For	A vote FOR the appointment of Ernst & Young GmbH as Auditors of the company is warranted because this is a routine item and no significant concerns have been identified.
Marley Spoon AG	MMM	Germany	31/05/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Approve EUR 291,958 Capitalization of Reserves and Amend Section 3 of the Constitution	For	For	For	A vote FOR this resolution is warranted. There is no dilutive effect to existing shareholders as the proposal is akin to a traditional stock split. The company disclosed that the proposal will provide the company with a share to CDI transmutation ratio more aligned with common market practice of foreign companies listed on the ASX and the resulting share capital will be more aligned with common market practice for public companies of the company's size and set-up in Germany.
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Cancellation of Existing Authorized Capital 2021/I and Creation of an Authorized Capital 2022/I, as Well as the Corresponding Amendment of Section 3 Paragraph 3 of the Constitution	For	For	For	A vote FOR these resolutions is warranted. These are non-contentious items that will have no effect on shareholder rights or interests, and the company has stated that the changes are being made in line with the proposed capital increase (Item 6).
Marley Spoon AG	MMM	Germany	31/05/2022	Company Specific - Equity Related	Approve Adjustment of the Existing Authorized Capital 2021/II and Authorized Capital 2021/III the Corresponding Amendment of Section 3 Paragraph 16 of the Constitution	For	For	For	A vote FOR these resolutions is warranted. These are non-contentious items that will have no effect on shareholder rights or interests, and the company has stated that the changes are being made in line with the proposed capital increase (Item 6).
Marley Spoon AG	MMM	Germany	31/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Creation of Authorized Capital 2022/II under the Restricted Stock Unit Program 2022/I and the Respective Amendment of Section 3 Paragraph 18 of the Constitution	For	For	For	A vote FOR the resolutions is warranted. The Restricted Stock Unit program will serve as the company's long-term and short-term incentive program for its non-KMP employees. Investor expectations around vesting periods and performance hurdles for executive incentive grants do not extend to incentive grants to employees generally. Additionally, shareholders will be able to assess any future grant proposed for a director as such will require separate approval. The overall dilutive effect is low (0.38 percent of shares outstanding following the capital increase).
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director W. Tudor Brown	For	For	For	Votes AGAINST incumbent Nominating Committee members Brad Buss, Edward Frank, Bethany Mayer and Robert (Bob) Switz are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Brad W. Buss	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Brad Buss, Edward Frank, Bethany Mayer and Robert (Bob) Switz are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Edward H. Frank	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Brad Buss, Edward Frank, Bethany Mayer and Robert (Bob) Switz are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Richard S. Hill	For	For	For	Votes AGAINST incumbent Nominating Committee members Brad Buss, Edward Frank, Bethany Mayer and Robert (Bob) Switz are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Marachel L. Knight	For	For	For	Votes AGAINST incumbent Nominating Committee members Brad Buss, Edward Frank, Bethany Mayer and Robert (Bob) Switz are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Bethany J. Mayer	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Brad Buss, Edward Frank, Bethany Mayer and Robert (Bob) Switz are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Matthew J. Murphy	For	For	For	Votes AGAINST incumbent Nominating Committee members Brad Buss, Edward Frank, Bethany Mayer and Robert (Bob) Switz are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Michael G. Strachan	For	For	For	Votes AGAINST incumbent Nominating Committee members Brad Buss, Edward Frank, Bethany Mayer and Robert (Bob) Switz are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Robert E. Switz	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Brad Buss, Edward Frank, Bethany Mayer and Robert (Bob) Switz are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Elect Director	Elect Director Ford Tamer	For	For	For	Votes AGAINST incumbent Nominating Committee members Brad Buss, Edward Frank, Bethany Mayer and Robert (Bob) Switz are warranted for lack of diversity on the board.A vote FOR the remaining director nominees is warranted.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. CEO pay declined and pay-for-performance concerns for the year in review were sufficiently mitigated. Specifically, while performance was measured over two six-month periods, STI payouts for the CEO were based on pre-set financial goals. Further, equity awards were primarily performance-based with clearly disclosed multi-year goals. However, some concern does remain, as the relative TSR metric targets merely median performance, and payouts are not capped for negative TSR performance.Following last year's failed say-on-pay vote, the company engaged with shareholders to gather their feedback on executive compensation and other matters. In addition, a supplemental filing provides further details on the specific feedback received, all of which related to last year's special value creation awards, and an extended commitment to refrain from granting VCAs for a period of time. Specifically, the committee committed to not make additional VCA grants to the NEOs for at least five years from the date of the 2021 AGM, unless the awards are ratified or approved by shareholders. Further, the supplemental filing notes that if at any time similar awards are considered, the committee intends to incorporate shareholder feedback into the timing, structure, and performance targets of such grants. The additional disclosure of shareholder feedback and commitment provided in the supplemental filing represent a significant improvement from the disclosure and changes disclosed in the proxy statement.
Marvell Technology, Inc.	MRVL	USA	16/07/2021	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 9.78 percent of the fees paid to the auditor are for non-audit purposes.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Elect Director	Elect Director Sara Andrews	For	For	For	A vote AGAINST incumbent nominating committee members Bradley (Brad) Buss, Edward Frank and Robert (Bob) Switz is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Elect Director	Elect Director W. Tudor Brown	For	For	For	A vote AGAINST incumbent nominating committee members Bradley (Brad) Buss, Edward Frank and Robert (Bob) Switz is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Elect Director	Elect Director Brad W. Buss	For	Against	Against	A vote AGAINST incumbent nominating committee members Bradley (Brad) Buss, Edward Frank and Robert (Bob) Switz is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Elect Director	Elect Director Edward H. Frank	For	Against	Against	A vote AGAINST incumbent nominating committee members Bradley (Brad) Buss, Edward Frank and Robert (Bob) Switz is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Elect Director	Elect Director Richard S. Hill	For	For	For	A vote AGAINST incumbent nominating committee members Bradley (Brad) Buss, Edward Frank and Robert (Bob) Switz is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.

Marvell Technology, Inc.	MRVL	USA	23/06/2022	Elect Director	Elect Director Marachel L. Knight	For	For	For	A vote AGAINST incumbent nominating committee members Bradley (Brad) Buss, Edward Frank and Robert (Bob) Switz is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Elect Director	Elect Director Matthew J. Murphy	For	For	For	A vote AGAINST incumbent nominating committee members Bradley (Brad) Buss, Edward Frank and Robert (Bob) Switz is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Elect Director	Elect Director Michael G. Strachan	For	For	For	A vote AGAINST incumbent nominating committee members Bradley (Brad) Buss, Edward Frank and Robert (Bob) Switz is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Elect Director	Elect Director Robert E. Switz	For	Against	Against	A vote AGAINST incumbent nominating committee members Bradley (Brad) Buss, Edward Frank and Robert (Bob) Switz is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Elect Director	Elect Director Ford Tamer	For	For	For	A vote AGAINST incumbent nominating committee members Bradley (Brad) Buss, Edward Frank and Robert (Bob) Switz is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	For	A vote FOR this proposal is warranted as the proposed plan amendments do not raise significant concerns.
Marvell Technology, Inc.	MRVL	USA	23/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 16.47 percent of the fees paid to the auditor are for non-audit purposes.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Merit E. Janow	For	Against	Against	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Candido Bracher	For	For	For	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Richard K. Davis	For	For	For	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Julius Genachowski	For	For	For	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Choon Phong Goh	For	Against	Against	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Oki Matsumoto	For	For	For	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Michael Miebach	For	For	For	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Youngme Moon	For	For	For	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Rima Qureshi	For	For	For	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Gabrielle Sulzberger	For	Against	Against	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Jackson Tai	For	Against	Against	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Harit Talwar	For	For	For	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Elect Director	Elect Director Lance Ugгла	For	For	For	A vote AGAINST incumbent nominating committee members Merit Janow, Choon Phong Goh, Gabrielle Sulzberger (Gabrielle E. Greene-Sulzberger) and Jackson Tai is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Mastercard Incorporated	MA	USA	21/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are linked to pre-set financial metrics and long-term incentives are primarily performance-based. The LTI will revert back to a multi-year performance period in FY22 after temporarily setting a one-year performance period in FY21. However, the degree of discretion applied in the STI is difficult to assess, and the relative TSR modifier targets median performance and does not include a payout cap if absolute TSR is negative.
Mastercard Incorporated	MA	USA	21/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 3.98 percent of the fees paid to the auditor are for non-audit purposes.
Mastercard Incorporated	MA	USA	21/06/2022	Provide Right to Call Special Meeting at a 15 Percent Ownership Threshold	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	For	For	For	A vote FOR this proposal is warranted. As the company does not currently provide shareholders with the ability to call special meetings, this represents an enhancement to shareholder's rights.
Mastercard Incorporated	MA	USA	21/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	Against	For	For	A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 15 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.
Mastercard Incorporated	MA	USA	21/06/2022	Political Contributions Disclosure	Report on Political Contributions	Against	For	For	A vote FOR this resolution is warranted, as additional reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.
Mastercard Incorporated	MA	USA	21/06/2022	Weapons - Related	Report on Risks Associated with Sale and Purchase of Ghost Guns	Against	For	For	Votes FOR this proposal are warranted as additional information regarding the processes the company uses to assess and evaluate the effectiveness of its risk management system as it relates to the management of risks associated the processing of payments involving its cards and/or its electronic payment system services for the sale and purchase of untraceable firearms, including Buy, Build, Shoot firearm kits, components, and/or accessories used to assemble privately made firearms known as Ghost Guns.
Maxeon Solar Technologies Ltd.	MAXN	Singapore	31/08/2021	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Directors' and Auditors' Reports	For	For	For	In the absence of any known issues concerning the company's audited accounts and financial statements, a vote FOR this resolution is warranted.
Maxeon Solar Technologies Ltd.	MAXN	Singapore	31/08/2021	Elect Director	Elect Steven Robert Leonard as Director	For	For	For	A vote FOR the election of Steven Robert Leonard is warranted.
Maxeon Solar Technologies Ltd.	MAXN	Singapore	31/08/2021	Approve Remuneration of Directors and/or Committee	Approve Steven Robert Leonard's Directors' Annual Fees	For	For	For	Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the company, a vote FOR this proposal is warranted.
Maxeon Solar Technologies Ltd.	MAXN	Singapore	31/08/2021	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.

Maxeon Solar Technologies Ltd.	MAXN	Singapore	31/08/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	Against	Against	A vote AGAINST this resolution is warranted because the dilution limit of the issuance request has not been disclosed.
Maxeon Solar Technologies Ltd.	MAXN	Singapore	31/08/2021	Authorize Share Repurchase Program	Approve Renewal of FPTC Share Purchase Mandate	For	Against	Against	A vote AGAINST these proposals is warranted given the lack of disclosure on the pricing terms for repurchase mandates.
Maxeon Solar Technologies Ltd.	MAXN	Singapore	31/08/2021	Authorize Share Repurchase Program	Approve Renewal of MLI Share Buyback Mandate	For	Against	Against	A vote AGAINST these proposals is warranted given the lack of disclosure on the pricing terms for repurchase mandates.
McPhy Energy SA	MCPHY	France	19/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
McPhy Energy SA	MCPHY	France	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Luc Poyer, CEO from 12 July 2021 to 17 October 2021	For	For	For	Votes FOR these remuneration reports are warranted because they do not raise any significant concern.
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO from 18 October 2021 to 31 December 2021	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
McPhy Energy SA	MCPHY	France	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Jean Baptiste Lucas, CEO from 18 October 2021 to 31 December 2021	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	For	A vote FOR this remuneration policy (Item 13) and the global envelope (Item 14) are warranted in the absence of any significant concern.
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Aggregate Amount of EUR 218,400	For	For	For	A vote FOR this remuneration policy (Item 13) and the global envelope (Item 14) are warranted in the absence of any significant concern.
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	For	A vote FOR the remuneration policy of the Chairman is warranted because it does not raise any significant concerns.
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
McPhy Energy SA	MCPHY	France	19/05/2022	Elect Director	Ratify Appointment of Jean-Marc Lechene as Director	For	For	For	* Votes FOR the ratification of the appointment and the reelection of this independent nominee are warranted in the absence of specific concerns (Item 17 and 18). * A vote AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level (including all board members: 30.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 30.0 percent vs 50 percent recommended) (Item 19).
McPhy Energy SA	MCPHY	France	19/05/2022	Elect Director	Reelect Jean-Marc Lechene as Director	For	For	For	* Votes FOR the ratification of the appointment and the reelection of this independent nominee are warranted in the absence of specific concerns (Item 17 and 18). * A vote AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level (including all board members: 30.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 30.0 percent vs 50 percent recommended) (Item 19).
McPhy Energy SA	MCPHY	France	19/05/2022	Elect Director	Reelect Pascal Mauberger as Director	For	Against	Against	* Votes FOR the ratification of the appointment and the reelection of this independent nominee are warranted in the absence of specific concerns (Item 17 and 18). * A vote AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level (including all board members: 30.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 30.0 percent vs 50 percent recommended) (Item 19).
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Allocation of Income and Dividends	Approve Treatment of Losses	For	For	For	A vote FOR is warranted, despite the absence of dividend, because of the losses incurred by the company over the past years
McPhy Energy SA	MCPHY	France	19/05/2022	Change Location of Registered Office/Headquarters	Ratify Change Location of Registered Office to 75 Rue du General Mangin, 38000 Grenoble and Amend Article 4 of Bylaws Accordingly	For	For	For	This non-contentious proposal merits a vote FOR.
McPhy Energy SA	MCPHY	France	19/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	Such share buyback programs merit a vote FOR.
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	A vote FOR this item is warranted as such share capital reductions are favourable to shareholders.
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 350,000	For	For	For	* Votes FOR the authorisation under items 23 to 26, 28 and 29 are warranted as their proposed volume respect the limit of 10-percent of the outstanding capital. * A vote FOR the total limit proposed under Item 31 is warranted as it limits shareholder dilution under all authorisations together.
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 350,000	For	For	For	* Votes FOR the authorisation under items 23 to 26, 28 and 29 are warranted as their proposed volume respect the limit of 10-percent of the outstanding capital. * A vote FOR the total limit proposed under Item 31 is warranted as it limits shareholder dilution under all authorisations together.
McPhy Energy SA	MCPHY	France	19/05/2022	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For	For	* Votes FOR the authorisation under items 23 to 26, 28 and 29 are warranted as their proposed volume respect the limit of 10-percent of the outstanding capital. * A vote FOR the total limit proposed under Item 31 is warranted as it limits shareholder dilution under all authorisations together.
McPhy Energy SA	MCPHY	France	19/05/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	For	* Votes FOR the authorisation under items 23 to 26, 28 and 29 are warranted as their proposed volume respect the limit of 10-percent of the outstanding capital. * A vote FOR the total limit proposed under Item 31 is warranted as it limits shareholder dilution under all authorisations together.
McPhy Energy SA	MCPHY	France	19/05/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Authorize Capitalization of Reserves of Up to EUR 100,000 for Bonus Issue or Increase in Par Value	For	For	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
McPhy Energy SA	MCPHY	France	19/05/2022	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	* Votes FOR the authorisation under items 23 to 26, 28 and 29 are warranted as their proposed volume respect the limit of 10-percent of the outstanding capital. * A vote FOR the total limit proposed under Item 31 is warranted as it limits shareholder dilution under all authorisations together.
McPhy Energy SA	MCPHY	France	19/05/2022	Authorize Capital Increase for Future Share Exchange Offers	Authorize Capital Increase of Up to EUR 350,000 for Future Exchange Offers	For	For	For	* Votes FOR the authorisation under items 23 to 26, 28 and 29 are warranted as their proposed volume respect the limit of 10-percent of the outstanding capital. * A vote FOR the total limit proposed under Item 31 is warranted as it limits shareholder dilution under all authorisations together.

McPhy Energy SA	MCPHY	France	19/05/2022	Approve Standard Accounting Transfers	Approve Transfer From Carry Forward Account to Issuance Premium Account	For	For	For	A vote FOR this routine accounting measure is warranted.
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	A vote FOR is warranted in the absence of any specific concerns.
McPhy Energy SA	MCPHY	France	19/05/2022	Set Global Limit for Capital Increase to Result From All Issuance Requests	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 23-30 at EUR 350,000	For	For	For	* Votes FOR the authorization under items 23 to 26, 28 and 29 are warranted as their proposed volume respect the limit of 10-percent of the outstanding capital. * A vote FOR the total limit proposed under Item 31 is warranted as it limits shareholder dilution under all authorizations together.
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Restricted Stock Plan	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	For	A vote FOR is warranted in the absence of specific concerns
McPhy Energy SA	MCPHY	France	19/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
McPhy Energy SA	MCPHY	France	19/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
McPhy Energy SA	MCPHY	France	19/05/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions	For	For	For	This proposal warrants a qualified vote FOR as Luc Poyer, Chairman and former CEO, is providing consulting services.
McPhy Energy SA	MCPHY	France	19/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
McPhy Energy SA	MCPHY	France	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Pascal Mauberger, Chairman from 1 January 2021 to 17 June 2021	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
McPhy Energy SA	MCPHY	France	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Luc Poyer, Chairman from 18 June 2021 to 31 December 2021	For	For	For	Votes FOR these remuneration reports are warranted because they do not raise any significant concern.
McPhy Energy SA	MCPHY	France	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Laurent Carme, CEO from 1 January 2021 to 11 July 2021	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Medibank Private Limited	MPL	Australia	18/11/2021	Elect Director	Elect Gerard Dalbosco as Director	For	For	For	A vote FOR the election of independent non-executive director Gerard Dalbosco is warranted.
Medibank Private Limited	MPL	Australia	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this resolution is warranted because:" No material misalignment has been identified in the quantitative Social Advisory Services pay for performance analysis." CEO fixed remuneration is consistent with market cap and Social Advisory Services-selected industry peers;" The board exercised its discretion to reduce the Executive Leadership Team's STI incentive outcomes, resulting in STI awards averaging 70 percent of maximum opportunity STI bonuses (from previously an average of 80 percent of maximum STI opportunity); and" FY19 LTI vested at 32 percent, reflecting no vesting against the earnings per share compound annual growth rate measure, and partial vesting against the relative total shareholder return measure, with a performance rank at the 57th percentile against the company's comparator group.However, concerns remain regarding the absence of disclosure of specific and quantified STI performance targets, which prevents shareholders from independently assessing the rigor of performance measures in line with their expectations and extent of out- or under-performance.
Megaport Ltd.	MP1	Australia	22/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	None	Against	Against	A vote AGAINST the remuneration report (Item 1) is warranted due to a high level of concern for misalignment in the quantitative Social Advisory Services Pay-for-Performance model. The CEO' level of pay is excessive, especially when compared (3.57x) to the median CEO pay at companies of similar industry and size. Other concerns regarding the company's remuneration practices are as follows:" The CEO's bonus was paid at maximum despite the company posting an increase in net losses during the year;" The specific and quantified STI performance targets continue to be undisclosed, which makes it impossible for shareholder to independently evaluate whether the targets are sufficiently stretching and aligned with shareholder interests;" The company does not require any deferral of the STI bonus, representing a material departure from Australian investor expectations and better market practice; and" The terms of the CEO's LTI awards, including a short vesting period, cliff vesting and a lack rigorous performance criteria, and the board's discretion to accelerate vesting of LTI awards upon a change of control are inconsistent with acceptable market practice.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	None	For	For	A qualified vote FOR this resolution is warranted as the headroom in the current cap is insufficient to accommodate the appointment of a director(s) as part of board refreshment and board succession planning. However, the following concerns are raised:" Non-executive directors are allowed to participate in Employee Share Option Plan and Employee Share Plan which is not supported under Australian investor guidelines; and" The chair' and non-executive director's fees are high compare to the market. In addition, their total remuneration is also high as options inflated their total remuneration and as a result substantially higher than the median for similar-sized companies. The proposed increase might allow the board for future increases in fees.
Megaport Ltd.	MP1	Australia	22/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	Against	Against	A vote AGAINST this resolution is warranted as there is a provision that will permit general meetings to be held by virtual-only means. While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any changes to completely eliminate any physical attendance at a meeting. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.Constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders. Corporate governance concerns exist where entities convene virtual-only meetings, given that this may diminish transparency and accountability, including shareholder rights to ask questions and holding directors publicly accountable.
Megaport Ltd.	MP1	Australia	22/10/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Megaport Ltd.	MP1	Australia	22/10/2021	Elect Director	Elect Michael Klayko as Director	For	For	For	A vote FOR independent non-executive directors Michael Klayko, Melinda Snowden and Glo Gordon as no material concerns have been identified regarding the board and committee composition resulting from their nomination.
Megaport Ltd.	MP1	Australia	22/10/2021	Elect Director	Elect Melinda Snowden as Director	For	For	For	A vote FOR independent non-executive directors Michael Klayko, Melinda Snowden and Glo Gordon as no material concerns have been identified regarding the board and committee composition resulting from their nomination.
Megaport Ltd.	MP1	Australia	22/10/2021	Elect Director	Elect Glo Gordon as Director	For	For	For	A vote FOR independent non-executive directors Michael Klayko, Melinda Snowden and Glo Gordon as no material concerns have been identified regarding the board and committee composition resulting from their nomination.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Restricted Stock Plan	Approve Employee Share Plan	For	For	For	A qualified vote FOR this resolution is warranted given that the Employee Share Plan establishes the broader framework for equity-incentives to a wider range of the company's employees.The recommendation is qualified to highlight the concern that non-executive directors are eligible to participate in the plan, however, any such grant would nevertheless require shareholder approval. It is also noted that non-executive directors have not previously participated in this plan.



Megaport Ltd.	MP1	Australia	22/10/2021	Approve Executive Share Option Plan	Approve Employee Share Option Plan General	For	Against	Against	A vote AGAINST this resolution is warranted as non-executive directors are eligible to participate in the plan and have historically been granted option awards under this plan.It is expected that any future grants to directors, both executive and non-executive, will be submitted to a shareholder vote. As per resolutions 7 to 9 at this AGM, the company is again seeking to grant options non-executive directors under this plan.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Michael Klayko	None	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors because options are derivatives and not shares and may impact the independent judgment by non-executive directors.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Melinda Snowden	None	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors because options are derivatives and not shares and may impact the independent judgment by non-executive directors.
Megaport Ltd.	MP1	Australia	22/10/2021	Approve Stock Option Plan Grants	Approve Grant of Options to Glo Gordon	None	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors because options are derivatives and not shares and may impact the independent judgment by non-executive directors.
Megaport Ltd.	MP1	Australia	28/01/2022	Approve Stock Option Plan Grants	Approve Grant of Options to Michael Klayko	For	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors.
Megaport Ltd.	MP1	Australia	28/01/2022	Approve Stock Option Plan Grants	Approve Grant of Options to Melinda Snowden	For	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors.
Megaport Ltd.	MP1	Australia	28/01/2022	Approve Stock Option Plan Grants	Approve Grant of Options to Glo Gordon	For	Against	Against	A vote AGAINST these resolutions is warranted. Local market guidelines do not support the grant of options to non-executive directors.
Mercury NZ Limited	MCY	New Zealand	23/09/2021	Elect Director	Elect Dennis Barnes as Director	For	For	For	A vote FOR the (re)-election of Dennis Barnes, Prue Flacks, and Mike Taitoko is warranted.They are independent non-executive directors on the eight-member board where all directors are independent. Their presence contributes to the continued composition of an entirely independent board structure, and there are no corporate governance concerns with regard to their candidacy as directors.
Mercury NZ Limited	MCY	New Zealand	23/09/2021	Elect Director	Elect Prue Flacks as Director	For	For	For	A vote FOR the (re)-election of Dennis Barnes, Prue Flacks, and Mike Taitoko is warranted.They are independent non-executive directors on the eight-member board where all directors are independent. Their presence contributes to the continued composition of an entirely independent board structure, and there are no corporate governance concerns with regard to their candidacy as directors.
Mercury NZ Limited	MCY	New Zealand	23/09/2021	Elect Director	Elect Mike Taitoko as Director	For	For	For	A vote FOR the (re)-election of Dennis Barnes, Prue Flacks, and Mike Taitoko is warranted.They are independent non-executive directors on the eight-member board where all directors are independent. Their presence contributes to the continued composition of an entirely independent board structure, and there are no corporate governance concerns with regard to their candidacy as directors.
Mercury NZ Limited	MCY	New Zealand	23/09/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in the Total Pool of Directors' Fees	For	For	For	A vote FOR the resolution to increase the NED fee pool is warranted given that:" The proposed increase in individual director fees is reasonable and the company's financial performance and position at year end do not indicate any corporate governance concerns." The current level of fees paid to NEDs and the chairman are not excessive and observed to be below the average of fees in the largest NZX-listed market cap peer group of companies in the NZ\$5 billion to NZ\$19 billion range.
Meridian Energy Limited	MEL	New Zealand	06/10/2021	Elect Director	Elect Mark Cairns as Director	For	For	For	A vote FOR the (re)-election of Mark Cairns and Tania Simpson is warranted.They are independent non-executive directors on the seven-member Meridian board where all directors are independent. Their presence contributes to the continued composition of an entirely independent board structure, and there are no corporate governance concerns in relation to their candidacy as directors.
Meridian Energy Limited	MEL	New Zealand	06/10/2021	Elect Director	Elect Tania Simpson as Director	For	For	For	A vote FOR the (re)-election of Mark Cairns and Tania Simpson is warranted.They are independent non-executive directors on the seven-member Meridian board where all directors are independent. Their presence contributes to the continued composition of an entirely independent board structure, and there are no corporate governance concerns in relation to their candidacy as directors.
Meridian Energy Limited	MEL	New Zealand	06/10/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Directors' Fee Pool	For	For	For	A vote FOR this resolution to increase the NED fee pool is warranted given that:" The proposed increase in individual director fees is reasonable and not problematic having regard for the company's financial performance and position at year end." The current and proposed level of fees paid to NEDs and the chairman are not excessive relative to the company's market cap peer group of companies in the NZ\$5 billion to NZ\$19 billion range.
Mettler-Toledo International Inc.	MTD	USA	05/05/2022	Elect Director	Elect Director Robert F. Spoerry	For	For	For	A vote AGAINST incumbent nominating committee members Thomas Salice, Wah-Hui Chu, and Domitille Doat-Le Bigot is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	05/05/2022	Elect Director	Elect Director Wah-Hui Chu	For	Against	Against	A vote AGAINST incumbent nominating committee members Thomas Salice, Wah-Hui Chu, and Domitille Doat-Le Bigot is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	05/05/2022	Elect Director	Elect Director Domitille Doat-Le Bigot	For	Against	Against	A vote AGAINST incumbent nominating committee members Thomas Salice, Wah-Hui Chu, and Domitille Doat-Le Bigot is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	05/05/2022	Elect Director	Elect Director Olivier A. Filliol	For	For	For	A vote AGAINST incumbent nominating committee members Thomas Salice, Wah-Hui Chu, and Domitille Doat-Le Bigot is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	05/05/2022	Elect Director	Elect Director Elisha W. Finney	For	For	For	A vote AGAINST incumbent nominating committee members Thomas Salice, Wah-Hui Chu, and Domitille Doat-Le Bigot is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	05/05/2022	Elect Director	Elect Director Richard Francis	For	For	For	A vote AGAINST incumbent nominating committee members Thomas Salice, Wah-Hui Chu, and Domitille Doat-Le Bigot is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	05/05/2022	Elect Director	Elect Director Michael A. Kelly	For	For	For	A vote AGAINST incumbent nominating committee members Thomas Salice, Wah-Hui Chu, and Domitille Doat-Le Bigot is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	05/05/2022	Elect Director	Elect Director Thomas P. Salice	For	Against	Against	A vote AGAINST incumbent nominating committee members Thomas Salice, Wah-Hui Chu, and Domitille Doat-Le Bigot is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Mettler-Toledo International Inc.	MTD	USA	05/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 13.26 percent of the fees paid to the auditor are for non-audit purposes.
Mettler-Toledo International Inc.	MTD	USA	05/05/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though shareholders would benefit from improved disclosure in the annual incentive program.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are now broadly in line with market practice and the company has demonstrated responsiveness to prior dissent.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Approve Treatment of Net Loss	Approve Treatment of Net Loss	For	For	For	A vote FOR this resolution is warranted.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Elect Director	Reelect Franz Richter as Director	For	For	For	Board elections (Items 4.1.1 – 4.1.6) Votes FOR the proposed nominees are warranted. Committee elections (Items 4.2.1 – 4.2.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the chair, Urs Schenker, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Elect Director	Reelect Andreas Herzog as Director	For	For	For	Board elections (Items 4.1.1 – 4.1.6) Votes FOR the proposed nominees are warranted. Committee elections (Items 4.2.1 – 4.2.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the chair, Urs Schenker, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.

Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Elect Director	Reelect Mark Kerekes as Director	For	For	For	Board elections (Items 4.1.1 – 4.1.6) Votes FOR the proposed nominees are warranted. Committee elections (Items 4.2.1 – 4.2.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the chair, Urs Schenker, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Elect Director	Reelect Urs Schenker as Director	For	For	For	Board elections (Items 4.1.1 – 4.1.6) Votes FOR the proposed nominees are warranted. Committee elections (Items 4.2.1 – 4.2.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the chair, Urs Schenker, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Elect Director	Elect Katrin Wehr-Seiter as Director	For	For	For	Board elections (Items 4.1.1 – 4.1.6) Votes FOR the proposed nominees are warranted. Committee elections (Items 4.2.1 – 4.2.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the chair, Urs Schenker, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Elect Board Chairman/Vice-Chairman	Reelect Franz Richter as Board Chair	For	For	For	Board elections (Items 4.1.1 – 4.1.6) Votes FOR the proposed nominees are warranted. Committee elections (Items 4.2.1 – 4.2.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the chair, Urs Schenker, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Elect Member of Remuneration Committee	Reappoint Andreas Herzog as Member of the Nomination and Compensation Committee	For	For	For	Board elections (Items 4.1.1 – 4.1.6) Votes FOR the proposed nominees are warranted. Committee elections (Items 4.2.1 – 4.2.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the chair, Urs Schenker, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Elect Member of Remuneration Committee	Reappoint Urs Schenker as Member of the Nomination and Compensation Committee	For	Against	Against	Board elections (Items 4.1.1 – 4.1.6) Votes FOR the proposed nominees are warranted. Committee elections (Items 4.2.1 – 4.2.2) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the chair, Urs Schenker, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the remaining nominee is warranted due to a lack of further concerns.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers AG as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Designate X as Independent Proxy	Designate Andre Weber as Independent Proxy	For	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 955,000	For	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	For	For	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns based on the explanations provided.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Committee in the Amount of CHF 3.8 Million for Fiscal Year 2023	For	For	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns based on the explanations provided.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Increase in Conditional Capital Pool to CHF 6.3 Million for Employee Shareholdings	For	For	For	A vote FOR this proposal is warranted.
Meyer Burger Technology AG	MBTN	Switzerland	05/05/2022	Other Business	Transact Other Business (Voting)	For	Against	Against	A vote AGAINST is warranted because: " This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and " The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Mirvac Group	MGR	Australia	16/11/2021	Elect Director	Elect John Mulcahy as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members John Mulcahy and James Millar are warranted for lack of diversity on the board.
Mirvac Group	MGR	Australia	16/11/2021	Elect Director	Elect James M. Millar as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members John Mulcahy and James Millar are warranted for lack of diversity on the board.
Mirvac Group	MGR	Australia	16/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this resolution is warranted as there is no material misalignment between pay and performance has been observed. Other aspects of the company's remuneration structure are shown below:" The overall remuneration structure is in line with market practice;" Fixed remuneration of most executive KMP and director fees did not increase;" The remuneration of the CEO is not excessive relative to peers;" The STI plan has an appropriate funding pool and gateway measure; and" STI and LTI award outcomes are aligned with the company's performance.Shareholder concerns include:" There is insufficient disclosure of STI financial hurdles which is inconsistent with market practice;" The performance period for performance rights is considered a little short for an LTI grant; and" Performance rights are allocated using a discounted face value considering dividends and distributions during the performance period. This practice is not in line with market and results in a higher number of rights being issued.
Mirvac Group	MGR	Australia	16/11/2021	Approve Share Plan Grant	Approve the Participation of Susan Lloyd-Hurwitz in the Mirvac Group Long Term Performance Plan	For	For	For	A vote FOR this resolution is warranted on the basis that this grant is sufficiently aligned with improved investor interests and consistent with market practice. Further, the three-year performance period and ROIC and relative TSR performance measures are generally aligned with long term investors.Nevertheless, securityholders may have concerns regarding:" Whether the ROIC hurdles are sufficiently demanding; and" The practice of reducing the grant value per share based on estimated value of dividends and distributions over the performance period.
Mitsui Fudosan Co., Ltd.	8801	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 33	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Mitsui Fudosan Co., Ltd.	8801	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Mitsui Fudosan Co., Ltd.	8801	Japan	29/06/2022	Elect Director	Elect Director Miki, Takayuki	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Mitsui Fudosan Co., Ltd.	8801	Japan	29/06/2022	Approve Annual Bonus Payment for Directors and Statutory	Approve Annual Bonus	For	For	For	A vote FOR the proposal is warranted because: " The total proposed amount of the bonuses is not excessively high.
Molina Healthcare, Inc.	MOH	USA	04/05/2022	Elect Director	Elect Director Barbara L. Brasier	For	For	For	A vote AGAINST incumbent nominating committee members Dale Wolf, Steven Orlando and Ronna Romney is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Molina Healthcare, Inc.	MOH	USA	04/05/2022	Elect Director	Elect Director Daniel Cooperman	For	For	For	A vote AGAINST incumbent nominating committee members Dale Wolf, Steven Orlando and Ronna Romney is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Molina Healthcare, Inc.	MOH	USA	04/05/2022	Elect Director	Elect Director Stephen H. Lockhart	For	For	For	A vote AGAINST incumbent nominating committee members Dale Wolf, Steven Orlando and Ronna Romney is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Molina Healthcare, Inc.	MOH	USA	04/05/2022	Elect Director	Elect Director Steven J. Orlando	For	Against	Against	A vote AGAINST incumbent nominating committee members Dale Wolf, Steven Orlando and Ronna Romney is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.

Molina Healthcare, Inc.	MOH	USA	04/05/2022	Elect Director	Elect Director Ronna E. Romney	For	Against	Against	A vote AGAINST incumbent nominating committee members Dale Wolf, Steven Orlando and Ronna Romney is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Molina Healthcare, Inc.	MOH	USA	04/05/2022	Elect Director	Elect Director Richard M. Schapiro	For	For	For	A vote AGAINST incumbent nominating committee members Dale Wolf, Steven Orlando and Ronna Romney is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Molina Healthcare, Inc.	MOH	USA	04/05/2022	Elect Director	Elect Director Dale B. Wolf	For	Against	Against	A vote AGAINST incumbent nominating committee members Dale Wolf, Steven Orlando and Ronna Romney is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Molina Healthcare, Inc.	MOH	USA	04/05/2022	Elect Director	Elect Director Richard C. Zoretic	For	For	For	A vote AGAINST incumbent nominating committee members Dale Wolf, Steven Orlando and Ronna Romney is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Molina Healthcare, Inc.	MOH	USA	04/05/2022	Elect Director	Elect Director Joseph M. Zubretsky	For	For	For	A vote AGAINST incumbent nominating committee members Dale Wolf, Steven Orlando and Ronna Romney is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted at this time.
Molina Healthcare, Inc.	MOH	USA	04/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While shareholders would benefit from increased disclosure of the performance targets underlying the PSU grants, the majority of CEO pay remains conditioned on objective financial performance, and the recent above target payouts are aligned with the company's recent performance.
Molina Healthcare, Inc.	MOH	USA	04/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 1.34 percent of the fees paid to the auditor are for non-audit purposes.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Gregory Q. Brown	For	For	For	A vote AGAINST incumbent nominating committee members Kenneth (Ken) Denman, Gregory (Greg) Mondre and Joseph Tucci is warranted for lack of diversity on the board. A vote AGAINST Egon Durban and Gregory (Greg) Mondre is further warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Kenneth D. Denman	For	Against	Against	A vote AGAINST incumbent nominating committee members Kenneth (Ken) Denman, Gregory (Greg) Mondre and Joseph Tucci is warranted for lack of diversity on the board. A vote AGAINST Egon Durban and Gregory (Greg) Mondre is further warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Egon P. Durban	For	Against	Against	A vote AGAINST incumbent nominating committee members Kenneth (Ken) Denman, Gregory (Greg) Mondre and Joseph Tucci is warranted for lack of diversity on the board. A vote AGAINST Egon Durban and Gregory (Greg) Mondre is further warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Ayanna M. Howard	For	For	For	A vote AGAINST incumbent nominating committee members Kenneth (Ken) Denman, Gregory (Greg) Mondre and Joseph Tucci is warranted for lack of diversity on the board. A vote AGAINST Egon Durban and Gregory (Greg) Mondre is further warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Clayton M. Jones	For	For	For	A vote AGAINST incumbent nominating committee members Kenneth (Ken) Denman, Gregory (Greg) Mondre and Joseph Tucci is warranted for lack of diversity on the board. A vote AGAINST Egon Durban and Gregory (Greg) Mondre is further warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Judy C. Lewent	For	For	For	A vote AGAINST incumbent nominating committee members Kenneth (Ken) Denman, Gregory (Greg) Mondre and Joseph Tucci is warranted for lack of diversity on the board. A vote AGAINST Egon Durban and Gregory (Greg) Mondre is further warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Gregory K. Mondre	For	Against	Against	A vote AGAINST incumbent nominating committee members Kenneth (Ken) Denman, Gregory (Greg) Mondre and Joseph Tucci is warranted for lack of diversity on the board. A vote AGAINST Egon Durban and Gregory (Greg) Mondre is further warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Elect Director	Elect Director Joseph M. Tucci	For	Against	Against	A vote AGAINST incumbent nominating committee members Kenneth (Ken) Denman, Gregory (Greg) Mondre and Joseph Tucci is warranted for lack of diversity on the board. A vote AGAINST Egon Durban and Gregory (Greg) Mondre is further warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditor	For	For	For	A vote FOR this item is warranted because only 18.39 percent of the fees paid to the auditor are for non-audit purposes.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial metrics. Long-term incentives are majority performance-based and rely on multiyear performance periods.
Motorola Solutions, Inc.	MSI	USA	17/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	Germany	28/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	For	For	For	This is a non-voting item.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	Germany	28/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 11.00 per Share	For	For	For	A vote FOR this resolution is warranted.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	Germany	28/04/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	Germany	28/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	Germany	28/04/2022	Ratify Auditors	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 and for the Review of the Interim Financial Statements for Fiscal Year 2022 and First Quarter of Fiscal Year 2023	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	Germany	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with, and exceed in many respects, market practice and provide a good pay for performance alignment.
Muenchener Rueckversicherungs-Gesellschaft AG	MUV2	Germany	28/04/2022	Amend Articles Board-Related	Amend Articles re: Changing Name of Supervisory Board Committee	For	For	For	A vote FOR the proposed article amendment is warranted.

Muenchener Ruckversicherungs-Gesellschaft AG	MUV2	Germany	28/04/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	For	For	A vote FOR the proposed share repurchase program is warranted.
Nanosonics Limited	NAN	Australia	19/11/2021	Elect Director	Elect David Fisher as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members David Fisher and Geoffrey (Geoff) Wilson are warranted for lack of diversity on the board.Concerns are further raised with respect to the re-election David Fisher because, although he is a non-independent director serving on the Audit Committee, the board is majority independent. Mr Fisher is classified as non-independent under International Policy due to his excessive tenure on the board (>12 years).
Nanosonics Limited	NAN	Australia	19/11/2021	Elect Director	Elect Geoff Wilson as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members David Fisher and Geoffrey (Geoff) Wilson are warranted for lack of diversity on the board.Concerns are further raised with respect to the re-election David Fisher because, although he is a non-independent director serving on the Audit Committee, the board is majority independent. Mr Fisher is classified as non-independent under International Policy due to his excessive tenure on the board (>12 years).
Nanosonics Limited	NAN	Australia	19/11/2021	Adopt New Articles of Association/Charter	Adopt New Constitution	For	For	For	A vote FOR this resolution is warranted as no material concerns have been identified and the amendments are not contentious.
Nanosonics Limited	NAN	Australia	19/11/2021	Renew Partial Takeover Provision	Approve Proportional Takeover Provisions in Constitution	For	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
NCsoft Corp.	036570	South Korea	30/03/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements and Allocation of Income	For	For	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
NCsoft Corp.	036570	South Korea	30/03/2022	Elect Director	Elect Park Byeong-mu as Non-Independent Non-Executive Director	For	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
NCsoft Corp.	036570	South Korea	30/03/2022	Elect Director	Elect Baek Sang-hun as Outside Director to Serve as an Audit Committee Member	For	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
NCsoft Corp.	036570	South Korea	30/03/2022	Elect Director	Elect Jeong Gyo-hwa as Outside Director	For	For	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
NCsoft Corp.	036570	South Korea	30/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	For	A vote FOR this item is warranted because:" The company is not proposing an increase in the directors' remuneration limit;" Although the level of the directors' remuneration cap is significantly higher than the market average, the company has provided a reasonable justification for the excessive remuneration limit.
NEL ASA	NEL	Norway	21/04/2022	Prepare and Approve List of Shareholders	Open Meeting; Registration of Attending Shareholders and Proxies				These are routine meeting formalities.
NEL ASA	NEL	Norway	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Creation of NOK 29.2 Million Pool of Capital without Preemptive Rights	For	For	For	A vote FOR this issuance authorisation is warranted because the potential share capital increase is not excessive.
NEL ASA	NEL	Norway	21/04/2022	Approve Equity Plan Financing	Approve Issuance of Shares in Connection with Incentive Plans	For	Against	Against	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficiently long vesting period.
NEL ASA	NEL	Norway	21/04/2022	Approve Equity Plan Financing	Authorize Share Repurchase Program in Connection with Incentive Plans	For	Against	Against	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficiently long vesting period.
NEL ASA	NEL	Norway	21/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
NEL ASA	NEL	Norway	21/04/2022	Elect Director	Elect Ole Enger as Director (Chair)	For	For	For	A vote FOR candidates Ole Enger, Hanne Blume, Finn Jebesen, Beatriz Malo de Molina, Tom Rotjer, and Jon Andre Lokke is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 12.3. is warranted because candidate Charlotta Falvin is overboarded.
NEL ASA	NEL	Norway	21/04/2022	Elect Director	Elect Hanne Blume as Director	For	For	For	A vote FOR candidates Ole Enger, Hanne Blume, Finn Jebesen, Beatriz Malo de Molina, Tom Rotjer, and Jon Andre Lokke is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 12.3. is warranted because candidate Charlotta Falvin is overboarded.
NEL ASA	NEL	Norway	21/04/2022	Elect Director	Elect Charlotta Falvin as Director	For	Against	Against	A vote FOR candidates Ole Enger, Hanne Blume, Finn Jebesen, Beatriz Malo de Molina, Tom Rotjer, and Jon Andre Lokke is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 12.3. is warranted because candidate Charlotta Falvin is overboarded.
NEL ASA	NEL	Norway	21/04/2022	Elect Director	Elect Finn Jebesen as Director	For	For	For	A vote FOR candidates Ole Enger, Hanne Blume, Finn Jebesen, Beatriz Malo de Molina, Tom Rotjer, and Jon Andre Lokke is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 12.3. is warranted because candidate Charlotta Falvin is overboarded.
NEL ASA	NEL	Norway	21/04/2022	Elect Director	Elect Beatriz Malo de Molina as Director	For	For	For	A vote FOR candidates Ole Enger, Hanne Blume, Finn Jebesen, Beatriz Malo de Molina, Tom Rotjer, and Jon Andre Lokke is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 12.3. is warranted because candidate Charlotta Falvin is overboarded.
NEL ASA	NEL	Norway	21/04/2022	Elect Director	Elect Tom Rotjer as Director	For	For	For	A vote FOR candidates Ole Enger, Hanne Blume, Finn Jebesen, Beatriz Malo de Molina, Tom Rotjer, and Jon Andre Lokke is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 12.3. is warranted because candidate Charlotta Falvin is overboarded.
NEL ASA	NEL	Norway	21/04/2022	Elect Director	Elect Jon Andre Lokke as Director	For	For	For	A vote FOR candidates Ole Enger, Hanne Blume, Finn Jebesen, Beatriz Malo de Molina, Tom Rotjer, and Jon Andre Lokke is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 12.3. is warranted because candidate Charlotta Falvin is overboarded.
NEL ASA	NEL	Norway	21/04/2022	Elect Member of Nominating Committee	Elect Eivind Sars Veddeng (Chair) as Member of Nominating Committee	For	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee in the past.
NEL ASA	NEL	Norway	21/04/2022	Elect Member of Nominating Committee	Elect Andreas Poole as Member of Nominating Committee	For	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee in the past.
NEL ASA	NEL	Norway	21/04/2022	Elect Member of Nominating Committee	Elect Leif Eriksrod as Member of Nominating Committee	For	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the nominating committee in the past.
NEL ASA	NEL	Norway	21/04/2022	Elect Chairman of Meeting	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	For	These are routine meeting formalities.
NEL ASA	NEL	Norway	21/04/2022	Approve Minutes of Previous Meeting	Approve Notice of Meeting and Agenda	For	For	For	These are routine meeting formalities.
NEL ASA	NEL	Norway	21/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
NEL ASA	NEL	Norway	21/04/2022	Discuss/Approve Company's Corporate Governance Structure/Statement	Discuss Company's Corporate Governance Statement				This is a non-voting item.

NEL ASA	NEL	Norway	21/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of NOK 625,000 for Chairman and NOK 350,000 for Other Directors	For	For	For	A vote FOR these remuneration proposals is warranted because of a lack of concern regarding the proposed fees.
NEL ASA	NEL	Norway	21/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Nominating Committee; Approve Remuneration of Members of the Audit Committee	For	For	For	A vote FOR these remuneration proposals is warranted because of a lack of concern regarding the proposed fees.
NEL ASA	NEL	Norway	21/04/2022	Authorize Board to Fix Remuneration of External	Approve Remuneration of Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
NEL ASA	NEL	Norway	21/04/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Statement	For	Against	Against	A vote AGAINST this item is warranted because: * The company does not provide sufficient level of detail regarding its annual incentive program; and * Forty percent of the stock options granted have a vesting period less than three years.
Neoen SA	NEOEN	France	25/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Neoen SA	NEOEN	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Vice-CEO	For	Against	Against	A vote AGAINST this remuneration policy is warranted as: * The company proposes an increase by 25% of the package opportunity without a compelling rationale. * The variable compensation allows offsets of criteria. * The non-compete clause length is not disclosed. * Exceptional remuneration is not subject to a cap. * The legal force of ex ante vote on his remuneration remains unclear. * The derogation policy is too vague. * Post mandate vesting seems possible at board's discretion
Neoen SA	NEOEN	France	25/05/2022	Elect Director	Reelect Xavier Barbaro as Director	For	Against	Against	* A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 12). * As the functions of chairman and CEO are combined, a vote AGAINST the 11 of Xavier Barbaro (Item 12) is warranted.
Neoen SA	NEOEN	France	25/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	Such share buyback programs merit a vote FOR.
Neoen SA	NEOEN	France	25/05/2022	Change Location of Registered Office/Headquarters	Ratify Change Location of Registered Office to 22 rue Bayard, 75008 Paris	For	For	For	This non-contentious proposal merits a vote FOR.
Neoen SA	NEOEN	France	25/05/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	A vote FOR this item is warranted as such share capital reductions are favourable to shareholders.
Neoen SA	NEOEN	France	25/05/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 90 Million	For	Against	Against	* Votes AGAINST Items 16 to 18, 20 and 21 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorisations under Items 17, 18 and 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution under all authorisations together.
Neoen SA	NEOEN	France	25/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 65 Million	For	Against	Against	* Votes AGAINST Items 16 to 18, 20 and 21 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorisations under Items 17, 18 and 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution under all authorisations together.
Neoen SA	NEOEN	France	25/05/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 65 Million	For	Against	Against	* Votes AGAINST Items 16 to 18, 20 and 21 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorisations under Items 17, 18 and 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution under all authorisations together.
Neoen SA	NEOEN	France	25/05/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For	For	A vote FOR is warranted in the absence of any specific concerns.
Neoen SA	NEOEN	France	25/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Neoen SA	NEOEN	France	25/05/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against	Against	* Votes AGAINST Items 16 to 18, 20 and 21 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorisations under Items 17, 18 and 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution under all authorisations together.
Neoen SA	NEOEN	France	25/05/2022	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against	Against	* Votes AGAINST Items 16 to 18, 20 and 21 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorisations under Items 17, 18 and 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution under all authorisations together.
Neoen SA	NEOEN	France	25/05/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Authorize Capitalization of Reserves of Up to EUR 60 Million for Bonus Issue or Increase in Par Value	For	For	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
Neoen SA	NEOEN	France	25/05/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	A vote FOR is warranted in the absence of any specific concerns.
Neoen SA	NEOEN	France	25/05/2022	Approve Executive Share Option Plan	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	Against	Against	A vote AGAINST this resolution is warranted because: * The exercise price could show a discount to the average market price. * No information is available on the existence of performance conditions. * The performance period is not disclosed.
Neoen SA	NEOEN	France	25/05/2022	Set Global Limit for Capital Increase to Result From All Issuance Requests	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-19, 21 and 23-24 and Under Item 16 from 25 May 2021 General Meeting at EUR 65 Million	For	For	For	* Votes AGAINST Items 16 to 18, 20 and 21 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorisations under Items 17, 18 and 20 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution under all authorisations together.
Neoen SA	NEOEN	France	25/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
Neoen SA	NEOEN	France	25/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 0.10 per Share	For	For	For	Votes FOR are warranted in the absence of specific concerns.
Neoen SA	NEOEN	France	25/05/2022	Approve Stock Dividend	Approve Stock Dividend Program	For	For	For	Votes FOR are warranted in the absence of specific concerns.
Neoen SA	NEOEN	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Xavier Barbaro, Chairman and CEO	For	Against	Against	A vote AGAINST this remuneration report is warranted because: * The level of achievement of qualitative criteria of the bonus is vaguely disclosed. * Only the nature of performance conditions is disclosed for the LTIP (no disclosure of target nor vesting scale). * The LTIP structure allows offsets between criteria to an undisclosed extent. * Post mandate vesting is possible.

Neoen SA	NEOEN	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Romain Desrousseaux, Vice-CEO	For	Against	Against	A vote AGAINST this remuneration report is warranted as : * Only the LTIP grant is submitted to the vote of shareholders since the Vice-CEO is not paid under his corporate mandate but an employment contract. * The level of achievement of qualitative criteria of the bonus is vaguely disclosed. * Only the nature of performance conditions is disclosed for the LTIP (no disclosure of target nor vesting scale). * The LTIP structure allows offsets between criteria to an undisclosed extent. * Post mandate vesting is possible.
Neoen SA	NEOEN	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Neoen SA	NEOEN	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman and CEO	For	Against	Against	A vote AGAINST this remuneration policy is warranted as: * The company proposes an increase by 20% of the package opportunity without a compelling rationale. * The variable compensation allows offsets of criteria. * The derogation policy is too vague. * Post mandate vesting seems possible at board's discretion.
NetApp, Inc.	NTAP	USA	10/09/2021	Elect Director	Elect Director T. Michael Nevens	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
NetApp, Inc.	NTAP	USA	10/09/2021	Elect Director	Elect Director Deepak Ahuja	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
NetApp, Inc.	NTAP	USA	10/09/2021	Elect Director	Elect Director Gerald Held	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
NetApp, Inc.	NTAP	USA	10/09/2021	Elect Director	Elect Director Kathryn M. Hill	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
NetApp, Inc.	NTAP	USA	10/09/2021	Elect Director	Elect Director Deborah L. Kerr	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
NetApp, Inc.	NTAP	USA	10/09/2021	Elect Director	Elect Director George Kurian	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
NetApp, Inc.	NTAP	USA	10/09/2021	Elect Director	Elect Director Carrie Palin	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
NetApp, Inc.	NTAP	USA	10/09/2021	Elect Director	Elect Director Scott F. Schenkel	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
NetApp, Inc.	NTAP	USA	10/09/2021	Elect Director	Elect Director George T. Shaheen	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
NetApp, Inc.	NTAP	USA	10/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were based on pre-set financial metrics and a majority of long-term incentives consisted of performance-conditioned equity awards. In addition, long-term performance equity utilizes a multi-year measurement period.
NetApp, Inc.	NTAP	USA	10/09/2021	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	Against	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 26.70 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
NetApp, Inc.	NTAP	USA	10/09/2021	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
NetApp, Inc.	NTAP	USA	10/09/2021	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	For	A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.
NetApp, Inc.	NTAP	USA	10/09/2021	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	For	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would give shareholders an additional means to act on matters between annual meetings.
NetApp, Inc.	NTAP	USA	10/09/2021	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	Against	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
New Energy Solar Limited	NEW	Australia	31/05/2022	Elect Director	Elect Jeffrey Whalan as Director	For	Against	Against	A vote AGAINST incumbent nominees Jeffrey (Jeff) Whalan and John Martin is warranted for lack of diversity on the board.
New Energy Solar Limited	NEW	Australia	31/05/2022	Elect Director	Elect John Martin as Director	For	Against	Against	A vote AGAINST incumbent nominees Jeffrey (Jeff) Whalan and John Martin is warranted for lack of diversity on the board.
New Energy Solar Limited	NEW	Australia	31/05/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR the adoption of the remuneration report is warranted.
Nexans SA	NEX	France	11/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Nexans SA	NEX	France	11/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Nexans SA	NEX	France	11/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Nexans SA	NEX	France	11/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO	For	For	For	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.
Nexans SA	NEX	France	11/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	Such share buyback programs merit a vote FOR.
Nexans SA	NEX	France	11/05/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	A vote FOR this item is warranted as such share capital reductions are favourable to shareholders.
Nexans SA	NEX	France	11/05/2022	Approve Restricted Stock Plan	Authorize up to EUR 300,000 of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	For	For	For	A vote FOR this item is warranted because the terms of the proposed authorisation are not problematic.
Nexans SA	NEX	France	11/05/2022	Approve Restricted Stock Plan	Authorize up to EUR 50,000 of Issued Capital for Use in Restricted Stock Plans	For	For	For	A vote FOR this item is warranted because the terms of the proposed authorisation are not problematic as it is reserved to "talents" below executive committee level and not benefitting from performance shares.
Nexans SA	NEX	France	11/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
Nexans SA	NEX	France	11/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Nexans SA	NEX	France	11/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.20 per Share	For	For	For	A vote FOR this income allocation proposal is warranted because the proposed payout ratio is adequate without being excessive.
Nexans SA	NEX	France	11/05/2022	Elect Director	Reelect Anne Lebel as Director	For	For	For	Votes FOR the (re)elections of these independent nominees (Anne Lebel and Laura Bernardelli) are warranted in the absence of specific concerns (Items 4 and 5).
Nexans SA	NEX	France	11/05/2022	Elect Director	Elect Laura Bernardelli as Director	For	For	For	Votes FOR the (re)elections of these independent nominees (Anne Lebel and Laura Bernardelli) are warranted in the absence of specific concerns (Items 4 and 5).
Nexans SA	NEX	France	11/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Nexans SA	NEX	France	11/05/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Compensation of Jean Mouton, Chairman of the Board	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.

Nexans SA	NEX	France	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Christopher Guérin, CEO	For	For	For	A vote FOR this remuneration report is warranted, although the following concerns are raised: * The LTIP remuneration allows for a slight vesting below median for the performance shares attributed under the relative TSR criterion. However, the remuneration policy has been amended to avoid this situation in the future; * M. Guérin received an exceptional payment in the form of performance shares. The main reasons for support are: * There are no other concerns.
Nexans SA	NEX	France	11/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Aggregate Amount of EUR 750,000	For	For	For	A vote FOR is warranted since the proposed amount remains in line with French market practices.
NextDC Ltd.	NXT	Australia	19/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR the remuneration report is warranted. Bonus outcomes are generous and somewhat excessive; however, pay and performance and shareholder outcomes are not considered to be materially misaligned over the current year and longer-term performance periods. The qualification is to highlight concerns that* The CEO's total remuneration now 2.3 times the median of industry peers, being objectively excessive, and* While fixed remuneration remained unchanged in FY21, the STI opportunity increased to 100 percent of fixed remuneration (from 75 percent in FY20), and the LTI opportunity has increased in the FY22 grant to 150 percent of fixed remuneration (from 100 percent in the FY21 grant) as the company undertakes a transition to a three year and four year performance period in the LTI.
NextDC Ltd.	NXT	Australia	19/11/2021	Elect Director	Elect Douglas Flynn as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Douglas (Doug) Flynn are warranted for lack of diversity on the board.
NextDC Ltd.	NXT	Australia	19/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Craig Scroggie	For	For	For	A vote FOR the grant of performance right to CEO Craig Scroggie is warranted.* The grant of rights is structured in line with current market standards and aligned with improved shareholder outcomes, and* There is a single relative TSR performance measure, however, the absolute positive TSR requirement over the measurement period, ensures superior alignment with shareholder interests. The primary concern in this grant, as in prior years, is that the company offers "dividends on unvested shares" to be paid at the end of the performance period. Specifically, a dividend equivalent payment will be made on rights that vest, representing an inconsistency with good governance over remuneration practices in the Australian market. There is no assertion of any present entitlement to shares during the performance period for any look-back to compensate for dividends to be justified.
NIB Holdings Limited	NHF	Australia	04/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted because no material disconnect between pay and performance and shareholder outcomes has been identified at present. The STI plan has a mix of financial and non-financial measures and the LTI is based on relative TSR and EPS growth over a 4-year vesting period. STI and LTI outcomes are not inconsistent with the company's financial performance. Concerns for shareholders include the non-disclosure of specific and quantified targets in the STI plan preventing shareholders from objectively assessing the level of outperformance.
NIB Holdings Limited	NHF	Australia	04/11/2021	Elect Director	Elect Peter Harmer as Director	For	For	For	A vote FOR the election/re-election of independent non-executive directors Peter Harmer (Item 3) and Jacqueline Chow (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
NIB Holdings Limited	NHF	Australia	04/11/2021	Elect Director	Elect Jacqueline Chow as Director	For	For	For	A vote FOR the election/re-election of independent non-executive directors Peter Harmer (Item 3) and Jacqueline Chow (Item 4) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.
NIB Holdings Limited	NHF	Australia	04/11/2021	Approve Share Plan Grant	Approve Participation of Mark Fitzgibbon in the Long-Term Incentive Plan	For	For	For	A vote FOR the CEO's participation in the company's LTI plan is warranted. The grant of performance rights under the plan is consistent with market practice and prior year grants. The vesting period of four years is consistent with the move amongst larger companies for a performance period to be above the minimum of three years to better align with long-term shareholders, and the use of both relative TSR and absolute EPS as performance measures appear to align with shareholder interests.
NIB Holdings Limited	NHF	Australia	04/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	Against	Against	A vote AGAINST this resolution is warranted because:" The proposed amended constitution includes wording that explicitly states that the company may conduct meetings by using virtual-only means;" While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders;" It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present; and" Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Open Meeting	Open Meeting				These are routine meeting formalities.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Fix Number of Directors and/or Auditors	Determine Number of Members (7) and Deputy Members (0) of Board	For	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Fix Number of Directors and/or Auditors	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Approve Remuneration of Directors and Auditors	Approve Remuneration of Directors in the Amount of SEK 960,000 for Chair and SEK 480,000 for Other Directors; Approve Remuneration of Auditors	For	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Elect Directors (Bundled)	Reelect Georg Brunstam, Jenny Larsson, Gerteric Lindquist, Hans Linnarson (Chair) and Anders Palsson as Directors; Elect Eva Karlsson and Eva Thunholm as New Directors	For	Against	Against	A vote AGAINST the proposed board election is warranted because: * The overall board independence level falls below one-third; * There are two overboarded directors on the board; * An executive serves on the board without an audit committee being in place.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Ratify Auditors	Ratify KPMG as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Creation of Pool of Capital without Preemptive Rights	For	For	For	A vote FOR this issuance authorisation is warranted because the potential share capital increase is not excessive.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Approve Remuneration Policy	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Close Meeting	Close Meeting				This is a non-voting formality.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Elect Chairman of Meeting	Elect Chair of Meeting	For	For	For	These are routine meeting formalities.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	For	These are routine meeting formalities.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Approve Minutes of Previous	Approve Agenda of Meeting	For	For	For	These are routine meeting formalities.

NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or	Designate Inspector(s) of Minutes of Meeting	For	For	For	These are routine meeting formalities.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	For	These are routine meeting formalities.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Receive/Approve Report/Announcement	Receive President's Report				These are non-voting items.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management				These are non-voting items.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of SEK 0.50 Per Share	For	For	For	A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.
NIBE Industrier AB	NIBE.B	Sweden	17/05/2022	Approve Discharge of Board and President	Approve Discharge of Board and President	For	For	For	A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	Elect Director	Reelect David Kostman as Director	For	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	Elect Director	Reelect Rimon Ben-Shaoul as Director	For	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	Elect Director	Reelect Yehoshua (Shuki) Ehrlich as Director	For	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	Elect Director	Reelect Leo Apotheker as Director	For	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	Elect Director	Reelect Joseph (Joe) Cowan as Director	For	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	Elect Director	Reelect Dan Falk as External Director	For	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	Elect Director	Reelect Yocheved Dvir as External Director	For	For	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this proposal to ratify the audit firm and fix their remuneration is warranted.
NICE Ltd. (Israel)	NICE	Israel	22/06/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Discuss Financial Statements and the Report of the Board for 2021				No vote is required for this item.
Nine Entertainment Co. Holdings Limited	NEC	Australia	11/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR the remuneration report is warranted because: " The quantitative pay for performance model indicates a low level of concern for misalignment of pay, performance and shareholder outcomes;" There is improved disclosure on EBIT target in the STI, which allow shareholders to assess the rigor of the EBIT target and results. However, shareholders will seek continued improvement in transparency given threshold and maximum performance hurdles for EBIT were not disclosed;" The STI bonus and LTI vesting are well aligned with the company's improved financial performance over prior year and strong shareholder returns over short-term and long-term periods;" The new CEO's fixed remuneration is less than that of the former CEO and in line with median of similar sized companies and ISS-selected peers. The chair's and non-executive directors' fees were also in line with market peers; and" The company repaid \$2.3 million of JobKeeper wage subsidies during the year.The qualification is to highlight concerns regarding the continued absence of disclosure on the EPS growth and digital growth targets in the LTI grant as well as specific and quantified non-financial targets in the STI plan. Without such disclosure, shareholders are limited in their assessment of the link between pay and performance.
Nine Entertainment Co. Holdings Limited	NEC	Australia	11/11/2021	Elect Director	Elect Catherine West as Director	For	For	For	A vote FOR the election/re-election of independent non-executive director Catherine West (Item 2) and non-independent non-executive director Andrew Lancaster (Item 3) is warranted as there are no material concerns regarding board and committee composition resulting from their nomination.
Nine Entertainment Co. Holdings Limited	NEC	Australia	11/11/2021	Elect Director	Elect Andrew Lancaster as Director	For	For	For	A vote FOR the election/re-election of independent non-executive director Catherine West (Item 2) and non-independent non-executive director Andrew Lancaster (Item 3) is warranted as there are no material concerns regarding board and committee composition resulting from their nomination.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 5	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Kimura, Yasushi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Uchida, Makoto	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Ashwani Gupta	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Sakamoto, Hideyuki	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Jean-Dominique Senard	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Toyoda, Masakazu	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Ihara, Keiko	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Nagai, Moto	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Bernard Delmas	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Andrew House	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Jenifer Rogers	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Elect Director	Elect Director Pierre Fleuriot	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Nissan Motor Co., Ltd.	7201	Japan	28/06/2022	Amend Ordinary Business Items	Amend Articles to Deem Other Affiliated Companies as Parent Company in Carrying Out Obligations under Corporate Law and Disclose Business Reports	Against	For	For	A vote FOR this shareholder proposal is warranted because: " Information on Nissan-Renault alliance agreement should be relevant for Nissan's minority shareholders. " Disclosing a summary of the agreement in proxy materials, in addition to annual report, should enable Nissan shareholders to make informed decision when they vote at shareholder meetings.
NN Group NV	NN	Netherlands	19/05/2022	Open Meeting	Open Meeting				No vote is required for this item.



NN Group NV	NN	Netherlands	19/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorisation would allow NN Group to repurchase up to 10.00 percent of the issued share capital; and * The authorisation would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
NN Group NV	NN	Netherlands	19/05/2022	Approve Reduction in Share Capital	Approve Reduction in Share Capital through Cancellation of Shares	For	For	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
NN Group NV	NN	Netherlands	19/05/2022	Close Meeting	Close Meeting				No vote is required for this item.
NN Group NV	NN	Netherlands	19/05/2022	Receive/Approve Report/Announcement	Receive Annual Report				This is a non-voting item.
NN Group NV	NN	Netherlands	19/05/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR is warranted as the proposed remuneration report is broadly in line with market practice, even though not all targets for the STI metrics are disclosed.
NN Group NV	NN	Netherlands	19/05/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
NN Group NV	NN	Netherlands	19/05/2022	Miscellaneous Proposal: Company-Specific	Receive Explanation on Company's Reserves and Dividend Policy				This is a non-voting item.
NN Group NV	NN	Netherlands	19/05/2022	Approve Dividends	Approve Dividends of EUR 1.56 Per Share	For	For	For	A vote FOR the dividend proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.
NN Group NV	NN	Netherlands	19/05/2022	Approve Discharge of Management Board	Approve Discharge of Executive Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
NN Group NV	NN	Netherlands	19/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
NN Group NV	NN	Netherlands	19/05/2022	Approve Executive Appointment	Announce Intention to Appoint Annemiek van Melick to Executive Board				This is a non-voting item.
NN Group NV	NN	Netherlands	19/05/2022	Approve Executive Appointment	Announce Intention to Reappoint Delfin Rueda to Executive Board				This is a non-voting item.
NN Group NV	NN	Netherlands	19/05/2022	Elect Supervisory Board Member	Reelect David Cole to Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
NN Group NV	NN	Netherlands	19/05/2022	Elect Supervisory Board Member	Reelect Hans Schoen to Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
NN Group NV	NN	Netherlands	19/05/2022	Elect Supervisory Board Member	Elect Pauline van der Meer Mohr to Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
NN Group NV	NN	Netherlands	19/05/2022	Ratify Auditors	Ratify KPMG Accountants N.V. as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
NN Group NV	NN	Netherlands	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
NN Group NV	NN	Netherlands	19/05/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
NN Group NV	NN	Netherlands	19/05/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Nokia Oyj	NOKIA	Finland	05/04/2022	Open Meeting	Open Meeting				These are routine meeting formalities.
Nokia Oyj	NOKIA	Finland	05/04/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report (Advisory Vote)	For	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.
Nokia Oyj	NOKIA	Finland	05/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 195,000 to Vice Chair and EUR 170,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For	For	A vote FOR this remuneration proposal is warranted, as the company has provided a rationale to arguing it needs to retain and attract top-of-the-class board members and consequently pay fees comparable to business of similar size and complexity. However, the vote is qualified as the proposed board fees deviate largely from Finnish large caps.
Nokia Oyj	NOKIA	Finland	05/04/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors at Ten	For	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board .
Nokia Oyj	NOKIA	Finland	05/04/2022	Elect Directors (Bundled)	Reelect Sari Baldauf, Bruce Brown, Thomas Dannenfeldt, Jeanette Horan, Edward Kozel, Soren Skou and Carla Smits-Nusteling as Directors; Elect Lisa Hook, Thomas Saueressig and Kai Oistamo as New Directors	For	For	For	A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.
Nokia Oyj	NOKIA	Finland	05/04/2022	Authorize Board to Fix Remuneration of External	Approve Remuneration of Auditor	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Nokia Oyj	NOKIA	Finland	05/04/2022	Ratify Auditors	Ratify Deloitte as Auditor	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Nokia Oyj	NOKIA	Finland	05/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, and duration limits.
Nokia Oyj	NOKIA	Finland	05/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of up to 550 Million Shares without Preemptive Rights	For	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Nokia Oyj	NOKIA	Finland	05/04/2022	Close Meeting	Close Meeting				This is a non-voting formality.
Nokia Oyj	NOKIA	Finland	05/04/2022	Call the Meeting to Order	Call the Meeting to Order				These are routine meeting formalities.
Nokia Oyj	NOKIA	Finland	05/04/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting				These are routine meeting formalities.
Nokia Oyj	NOKIA	Finland	05/04/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting				These are routine meeting formalities.
Nokia Oyj	NOKIA	Finland	05/04/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders				These are routine meeting formalities.

Nokia Oyj	NOKIA	Finland	05/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports				This is a routine, non-voting item.
Nokia Oyj	NOKIA	Finland	05/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Nokia Oyj	NOKIA	Finland	05/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 0.08 Per Share	For	For	For	A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.
Nokia Oyj	NOKIA	Finland	05/04/2022	Approve Special/Interim	Demand Minority Dividend	Abstain	Abstain	Abstain	A vote ABSTAIN for this proposal is warranted as the proposed equity repayment under Item 8 is supported instead.
Nokia Oyj	NOKIA	Finland	05/04/2022	Approve Discharge of Board and President	Approve Discharge of Board and President	For	For	For	A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Nordex SE	NDX1	Germany	31/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)				This is a non-voting item.
Nordex SE	NDX1	Germany	31/05/2022	Approve Affiliation Agreements with Subsidiaries	Approve Affiliation Agreement with Nordex Manufacturing GmbH	For	For	For	A vote FOR this proposal is warranted.
Nordex SE	NDX1	Germany	31/05/2022	Allow Shareholder Meetings to be Held in Virtual-Only Format	Amend Articles Re: Virtual General Meeting	For	Against	Against	A vote AGAINST the proposed article amendment is warranted on a precautionary basis because it could provide for virtual-only meetings for at least five years, should legislation permit this, and there is no commitment that the company would return to a physical or hybrid format in more normal circumstances. BACKGROUND INFORMATION Policies: Amend Articles/Bylaws/Charter -- Routine
Nordex SE	NDX1	Germany	31/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Nordex SE	NDX1	Germany	31/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Nordex SE	NDX1	Germany	31/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Nordex SE	NDX1	Germany	31/05/2022	Elect Supervisory Board Member	Elect Maria Ucar to the Supervisory Board	For	Against	Against	Votes AGAINST the non-independent nominees, Maria Isabel Blanco Alvarez and Maria Cordon Ucar, are warranted because of the failure to establish a majority-independent board.
Nordex SE	NDX1	Germany	31/05/2022	Elect Supervisory Board Member	Elect Maria Alvarez to the Supervisory Board	For	Against	Against	Votes AGAINST the non-independent nominees, Maria Isabel Blanco Alvarez and Maria Cordon Ucar, are warranted because of the failure to establish a majority-independent board.
Nordex SE	NDX1	Germany	31/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted because the company's remuneration report is broadly in line with market practice, and no significant concerns are raised regarding the company's pay practices during the year under review.
Nordex SE	NDX1	Germany	31/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Creation of EUR 16 Million Pool of Authorized Capital I with or without Exclusion of Preemptive Rights	For	For	For	Votes FOR these resolutions are warranted.
Nordex SE	NDX1	Germany	31/05/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Approve Creation of EUR 32 Million Pool of Authorized Capital II with Preemptive Rights	For	For	For	Votes FOR these resolutions are warranted.
Nordex SE	NDX1	Germany	31/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Creation of EUR 4 Million Pool of Authorized Capital III for Employee Stock Purchase Plan	For	For	For	A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.
Nordex SE	NDX1	Germany	31/05/2022	Amend Articles/Charter Equity-Related	Approve Increase in the Maximum Limit for the Issuance of New Shares from Conditional Capital I	For	For	For	Votes FOR these resolutions are warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Linda Walker Bynoe	For	Against	Against	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Susan Crown	For	For	For	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Dean M. Harrison	For	For	For	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Jay L. Henderson	For	Against	Against	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Marcy S. Klevorn	For	For	For	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Siddharth N. "Bobby" Mehta	For	For	For	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Michael G. O'Grady	For	For	For	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Jose Luis Prado	For	Against	Against	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Martin P. Slark	For	For	For	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director David H. B. Smith, Jr.	For	For	For	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Donald Thompson	For	For	For	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Elect Director	Elect Director Charles A. Tribbett, III	For	Against	Against	A vote AGAINST incumbent nominating committee members Jay Henderson, Linda Bynoe, Jose Prado, and Charles Tribbett III is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Northern Trust Corporation	NTRS	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Long-term equity awards are primarily performance based and utilize a multi-year performance period. However, some concern is noted regarding the largely discretionary annual incentive award.
Northern Trust Corporation	NTRS	USA	26/04/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 7.03 percent of the fees paid to the auditor are for non-audit purposes.
Novartis AG	NOVN	Switzerland	04/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Designate X as Independent Proxy	Designate Peter Zahn as Independent Proxy	For	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Novartis AG	NOVN	Switzerland	04/03/2022	Other Business	Transact Other Business (Voting)	For	Against	Against	A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Novartis AG	NOVN	Switzerland	04/03/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Novartis AG	NOVN	Switzerland	04/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 3.10 per Share	For	For	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Novartis AG	NOVN	Switzerland	04/03/2022	Approve Reduction in Share Capital	Approve CHF 15.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	For	For	A vote FOR the proposed share capital reduction is warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Authorize Share Repurchase Program	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For	For	For	A vote FOR the proposed share repurchase program is warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 8.6 Million	For	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Novartis AG	NOVN	Switzerland	04/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 91 Million	For	For	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Novartis AG	NOVN	Switzerland	04/03/2022	Advisory Vote to Ratify Named Executive Officers' Elect Director	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and appear to provide a good pay-for-performance alignment. Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Reelect Joerg Reinhardt as Director and Board Chairman	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Reelect Charles Sawyers as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Reelect William Winters as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Elect Ana de Pro Gonzalo as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Elect Daniel Hochstrasser as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Reelect Nancy Andrews as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Reelect Ton Buechner as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Reelect Patrice Bula as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Reelect Elizabeth Doherty as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Reelect Bridgette Heller as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Reelect Frans van Houten as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Reelect Simon Moroney as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Director	Reelect Andreas von Planta as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Member of Remuneration Committee	Reappoint Patrice Bula as Member of the Compensation Committee	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Member of Remuneration Committee	Reappoint Bridgette Heller as Member of the Compensation Committee	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Member of Remuneration Committee	Reappoint Simon Moroney as Member of the Compensation Committee	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG	NOVN	Switzerland	04/03/2022	Elect Member of Remuneration Committee	Reappoint William Winters as Member of the Compensation Committee	For	For	For	Votes FOR the proposed nominees are warranted.
Novartis AG Novo Nordisk A/S	NOVN NOVO.B	Switzerland Denmark	04/03/2022 24/03/2022	Ratify Auditors Receive Financial Statements and Statutory Reports (Non-Accept Financial Statements and Statutory Reports	Ratify KPMG AG as Auditors Receive Report of Board	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal. This is a routine, non-voting item.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of DKK 6.90 Per Share	For	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Advisory Vote)	For	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. However, concerns are noted with regard to the performance period of the 2018 LTIP that vested in 2021, and the large severance payment made to Mads Krogsgaard Thomsen. The vote is therefore qualified.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors for 2021 in the Aggregate Amount of DKK 17.1 Million	For	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the actual fees for 2021 and the proposed fees for 2022.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors for 2022 in the Amount of DKK 2.26 Million for the Chairman, DKK 1.51 Million for the Vice Chairman, and DKK 755,000 for Other Directors; Approve Remuneration for Committee Work	For	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the actual fees for 2021 and the proposed fees for 2022.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Helge Lund as Director and Board Chair	For	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular.A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Henrik Poulsen as Director and Vice Chair	For	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular.A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.

Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Jeppe Christiansen as Director	For	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular.A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Laurence Debroux as Director	For	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular.A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Andreas Fibig as Director	For	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular.A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Sylvie Gregoire as Director	For	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular.A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Kasim Kutay as Director	For	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular.A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Reelect Martin Mackay as Director	For	Abstain	Abstain	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular.A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Elect Director	Elect Choi La Christina Law as New Director	For	For	For	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay (Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular.A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Ratify Auditors	Ratify Deloitte as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Reduction in Share Capital	Approve DKK 6 Million Reduction in Share Capital via B Share Cancellation	For	For	For	A vote FOR this item is warranted as it facilitates the return of capital to shareholders and may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Creation of DKK 45.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.6 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.6 Million	For	For	For	A vote FOR the issuance authorisations is warranted because the potential share capital increase is not excessive
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Approve Remuneration Policy	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	For	For	A vote FOR this item is warranted because the proposed amendments to the remuneration policy are unproblematic.
Novo Nordisk A/S	NOVO.B	Denmark	24/03/2022	Transact Other Business (Non-Voting)	Other Business				This is a routine, non-voting item.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Board				This is a routine, non-voting item.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	For	For	For	A vote FOR this issuance authorisation is warranted because the potential share capital increase is not excessive.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Approve Reduction in Share Capital	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation	For	For	For	A vote FOR this item is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Approve Special/Interim Dividends	Authorize Board to Decide on the Distribution of Extraordinary Dividends	For	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposal.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Amend Articles Board-Related	Amend Articles Re: Board-Related	For	For	For	A vote FOR this proposal is warranted because the proposed changes are positive in terms of shareholder value and rights.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles	For	For	For	A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	For	A vote FOR this formality is warranted as it will not have any impact on the material content of the adopted resolutions.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Transact Other Business (Non-Voting)	Other Business				This is a routine, non-voting item.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of DKK 5.50 Per Share	For	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of DKK 1.56 Million for Chairman, DKK1.04 Million for Vice Chairman and DKK 522,000 for Other Directors; ApproveRemuneration for Committee Work	For	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.

Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Reelect Jorgen Buhl Rasmussen (Chair) as Director	For	Abstain	Abstain	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Reelect Cornelis de Jong (Vice Chair) as Director	For	For	For	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Reelect Heine Dalsgaard as Director	For	Abstain	Abstain	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Elect Sharon James as Director	For	For	For	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Reelect Kasim Kutay as Director	For	For	For	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Reelect Kim Stratton as Director	For	Abstain	Abstain	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Elect Director	Elect Morten Otto Alexander Sommer as New Director	For	For	For	A vote FOR candidates Cornelis (Cees) de Jong (Item 7), Sharon James (item 8b), Kasim Kutay (Item 8c) and Morten Otto Alexander Sommer (Item 8e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of diversity on the board. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee. A vote ABSTAIN for candidate Kim Stratton (Item 8d) is warranted due to her being overboarded.
Novozymes A/S	NZYM.B	Denmark	16/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director Robert K. Burgess	For	For	For	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director Tench Coxé	For	For	For	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director John O. Dabiri	For	For	For	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director Persis S. Drell	For	Against	Against	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director Jen-Hsun Huang	For	For	For	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director Dawn Hudson	For	For	For	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director Harvey C. Jones	For	Against	Against	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director Michael G. McCaffery	For	For	For	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director Stephen C. Neal	For	Against	Against	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director Mark L. Perry	For	Against	Against	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director A. Brooke Seawell	For	For	For	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director Aarti Shah	For	For	For	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Elect Director	Elect Director Mark A. Stevens	For	Against	Against	A vote AGAINST incumbent nominating committee members Mark Perry, Persis Drell, Harvey Jones, Stephen (Steve) Neal and Mark Stevens is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
NVIDIA Corporation	NVDA	USA	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are based on a pre-set GAAP financial goal and long-term incentive equity awards are entirely performance-based for the CEO.

NVIDIA Corporation	NVDA	USA	02/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 9.05 percent of the fees paid to the auditor are for non-audit purposes.
NVIDIA Corporation	NVDA	USA	02/06/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	For	A vote FOR this proposal is warranted. The proposed increase in the number of authorised shares of common stock is reasonable and there are no substantial concerns about the company's past use of shares.
NVIDIA Corporation	NVDA	USA	02/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Oatly Group AB	OTLY	Sweden	16/06/2022	Open Meeting	Open Meeting				These are routine meeting formalities.
Oatly Group AB	OTLY	Sweden	16/06/2022	Approve Discharge of Board and President	Approve Discharge of Board and President	For	For	For	A vote FOR this proposal is warranted as there is no evidence that the board directors and CEO have not fulfilled their fiduciary duties.
Oatly Group AB	OTLY	Sweden	16/06/2022	Fix Number of Directors and/or Auditors	Determine Number of Members (12) and Deputy Members (0) of Board	For	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Oatly Group AB	OTLY	Sweden	16/06/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of USD 60,000 for Each Directors; Approve Remuneration for Committee Work	For	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Oatly Group AB	OTLY	Sweden	16/06/2022	Authorize Board to Fix Remuneration of External	Approve Remuneration of Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Oatly Group AB	OTLY	Sweden	16/06/2022	Ratify Auditors	Ratify Ernst & Young as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Oatly Group AB	OTLY	Sweden	16/06/2022	Amend Articles/Charter Equity-Related	Amend Articles Re: Set Minimum (250 Million) and Maximum (1 Billion) Number of Shares	For	For	For	A vote FOR this proposal is warranted as any share capital increase would need shareholder approval under a separate issuance authorization.
Oatly Group AB	OTLY	Sweden	16/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	For	Against	Against	A vote AGAINST this issuance authorisation is warranted because the potential share capital increase is excessive.
Oatly Group AB	OTLY	Sweden	16/06/2022	Close Meeting	Close Meeting				This is a non-voting formality.
Oatly Group AB	OTLY	Sweden	16/06/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	For	These are routine meeting formalities.
Oatly Group AB	OTLY	Sweden	16/06/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	For	These are routine meeting formalities.
Oatly Group AB	OTLY	Sweden	16/06/2022	Approve Minutes of Previous	Approve Agenda of Meeting	For	For	For	These are routine meeting formalities.
Oatly Group AB	OTLY	Sweden	16/06/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or	Designate Inspector(s) of Minutes of Meeting	For	For	For	These are routine meeting formalities.
Oatly Group AB	OTLY	Sweden	16/06/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	For	These are routine meeting formalities.
Oatly Group AB	OTLY	Sweden	16/06/2022	Receive Financial Statements and Statutory Reports (Non-	Receive Financial Statements and Statutory Reports				This is a routine, non-voting item.
Oatly Group AB	OTLY	Sweden	16/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Oatly Group AB	OTLY	Sweden	16/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Omission of Dividends	For	For	For	A vote FOR the omission of dividend is warranted because the company prefers to invest in growth at this moment.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect Joern Rausing as Director	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect Andrew Harrison as Director	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect Emma Lloyd as Director	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect Julie Southern as Director	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect John Martin as Director	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect Michael Sherman as Director	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Elect Nadia Shouraboura as Director	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	For	A vote FOR this item is warranted as no significant concerns have been identified.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Authorize Board to Fix Remuneration of External	Authorise Board to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because only 12.1 percent of the total fees paid to the auditor are for non-audit purposes.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	Against	Against	A vote AGAINST this item is considered warranted: * The revised VCP provides participants with an increased award pool and maximum individual allocation, as well as extended performance period when targets may be retested. The proposed changes do not address these previously highlighted concerns, particularly the high quantum. * The VCP is considered to be more complex and costly to administer than more typical LTIP structures.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Amend Restricted Stock Plan	Amend Value Creation Plan	For	Against	Against	A vote AGAINST this item is considered warranted: * The revised VCP provides participants with an increased award pool and maximum individual allocation, as well as extended performance period when targets may be retested. The proposed changes do not address these previously highlighted concerns, particularly the high quantum. * The VCP is considered to be more complex and costly to administer than more typical LTIP structures.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity in Connection with a Rights Issue	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.

Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect Richard Haythornthwaite as Director	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect Tim Steiner as Director	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect Stephen Daintith as Director	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect Neill Abrams as Director	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect Mark Richardson as Director	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ocado Group Plc	OCDO	United Kingdom	04/05/2022	Elect Director	Re-elect Luke Jensen as Director	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Rick) Haythornthwaite, Andrew Harrison, Emma Lloyd, John Martin, Joern Rausing, Michael Sherman and Julie Southern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Okta, Inc.	OKTA	USA	21/06/2022	Elect Director	Elect Director Jeff Epstein	For	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. WITHHOLD votes are also warranted for incumbent nominating committee member Rebecca (Becky) Saeger for lack of diversity on the board.
Okta, Inc.	OKTA	USA	21/06/2022	Elect Director	Elect Director J. Frederic Kerrest	For	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. WITHHOLD votes are also warranted for incumbent nominating committee member Rebecca (Becky) Saeger for lack of diversity on the board.
Okta, Inc.	OKTA	USA	21/06/2022	Elect Director	Elect Director Rebecca Saeger	For	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. WITHHOLD votes are also warranted for incumbent nominating committee member Rebecca (Becky) Saeger for lack of diversity on the board.
Okta, Inc.	OKTA	USA	21/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 2.00 percent of the fees paid to the auditor are for non-audit purposes.
Okta, Inc.	OKTA	USA	21/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. The CEO and other NEOs received significant equity awards, all of which were entirely time-based. Shareholders generally expect that a significant portion of equity awards be subject to rigorous performance criteria.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Elect Director	Elect Michael Kay as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Michael Kay and Christine Feldmanis are warranted for lack of diversity on the board.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Elect Director	Elect Christine Feldmanis as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Michael Kay and Christine Feldmanis are warranted for lack of diversity on the board.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution Re: Virtual Meetings	For	Against	Against	A vote AGAINST this resolution is warranted.* The proposed amendments to the constitution include wording that explicitly states that the company may conduct meetings by using virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present.* Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Amend Restricted Stock Plan	Approve the Amendments of the Long Term Incentive Plan	For	For	For	A vote FOR this resolution is warranted. The LTI plan remains in line with market practice and the proposed amendments to the plan (definition of roles, LTI award value and introduction of malus and clawback provisions) are not considered problematic. The introduction of malus and clawback provisions in particular brings the company in line with better market practice.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Andrew Saker	For	For	For	A vote FOR the grant of performance rights to Managing Director (Item 6) and CEO Andrew Saker and Executive Director Raymond van Hulst (Item 7) is warranted, given that the terms are consistent with expected market practice and shareholder wealth outcomes, despite the concerns with respect to change in control provisions allowing automatic vesting.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Raymond van Hulst	For	For	For	A vote FOR the grant of performance rights to Managing Director (Item 6) and CEO Andrew Saker and Executive Director Raymond van Hulst (Item 7) is warranted, given that the terms are consistent with expected market practice and shareholder wealth outcomes, despite the concerns with respect to change in control provisions allowing automatic vesting.
Omni Bridgeway Limited	OBL	Australia	30/11/2021	Approve Director/Officer Liability and Indemnification	Approve the Deed of Indemnity, Insurance and Access	For	For	For	A vote FOR this resolution is warranted. Indemnity and access deeds are common among Australian listed companies and the Corporations Act restricts the level of indemnity a company may provide.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Elect Director	Elect Director John D. Wren	For	For	For	A vote FOR Director Mary Choksi is warranted.

OmnicomGroup Inc.	OMC	USA	03/05/2022	Elect Director	Elect Director Valerie M. Williams	For	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Elect Director	Elect Director Mary C. Choksi	For	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Elect Director	Elect Director Leonard S. Coleman, Jr.	For	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Elect Director	Elect Director Mark D. Gerstein	For	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Elect Director	Elect Director Ronnie S. Hawkins	For	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Elect Director	Elect Director Deborah J. Kissire	For	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Elect Director	Elect Director Gracia C. Martore	For	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Elect Director	Elect Director Patricia Salas Pineda	For	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Elect Director	Elect Director Linda Johnson Rice	For	For	For	A vote FOR Director Mary Choksi is warranted.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual and long-term incentives are largely based on financial metrics.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 1.78 percent of the fees paid to the auditor are for non-audit purposes.
OmnicomGroup Inc.	OMC	USA	03/05/2022	Political Contributions Disclosure	Report on Political Contributions and Expenditures	Against	For	For	A vote FOR this proposal is warranted, as there are still gaps in terms of what Omnicom discloses about its and its agencies' political contribution spending and nonprofit organization participation. Continued disclosure on the companies' political spending will benefit long term shareholder value and provide continued transparency in the companies' activities.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 28	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Sagara, Gyo	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Tsujinaka, Toshihiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Takino, Toichi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Ono, Isao	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Idemitsu, Kiyoaki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Nomura, Masao	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Okuno, Akiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Elect Director	Elect Director Nagae, Shusaku	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Ono Pharmaceutical Co., Ltd.	4528	Japan	23/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 15	For	For	For	A vote FOR this proposal is warranted because: * The company's reserves are adequate to cover the dividend.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Elect Director	Elect Director Kagami, Toshio	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Elect Director	Elect Director Tajiri, Kunio	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Elect Director	Elect Director Kikuchi, Misao	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Elect Director	Elect Director Yoshida, Kenji	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Elect Director	Elect Director Takano, Yumiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Elect Director	Elect Director Katayama, Yuichi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Elect Director	Elect Director Takahashi, Wataru	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Elect Director	Elect Director Kaneki, Yuichi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Elect Director	Elect Director Kambara, Rika	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Elect Director	Elect Director Hanada, Tsutomu	For	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Oriental Land Co., Ltd.	4661	Japan	29/06/2022	Elect Director	Elect Director Mogi, Yuzaburo	For	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Elect Director	Elect Director Isaac Angel	For	For	For	A vote AGAINST incumbent nominating committee members Stanley Stern, David Granot and Hidetake Takahashi is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Elect Director	Elect Director Karin Corfee	For	For	For	A vote AGAINST incumbent nominating committee members Stanley Stern, David Granot and Hidetake Takahashi is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Elect Director	Elect Director David Granot	For	Against	Against	A vote AGAINST incumbent nominating committee members Stanley Stern, David Granot and Hidetake Takahashi is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Elect Director	Elect Director Michal Marom	For	For	For	A vote AGAINST incumbent nominating committee members Stanley Stern, David Granot and Hidetake Takahashi is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Elect Director	Elect Director Mike Nikkel	For	For	For	A vote AGAINST incumbent nominating committee members Stanley Stern, David Granot and Hidetake Takahashi is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Elect Director	Elect Director Dafna Sharir	For	For	For	A vote AGAINST incumbent nominating committee members Stanley Stern, David Granot and Hidetake Takahashi is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Elect Director	Elect Director Stanley B. Stern	For	Against	Against	A vote AGAINST incumbent nominating committee members Stanley Stern, David Granot and Hidetake Takahashi is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Elect Director	Elect Director Hidetake Takahashi	For	Against	Against	A vote AGAINST incumbent nominating committee members Stanley Stern, David Granot and Hidetake Takahashi is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Elect Director	Elect Director Byron G. Wong	For	For	For	A vote AGAINST incumbent nominating committee members Stanley Stern, David Granot and Hidetake Takahashi is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Ratify Auditors	Ratify Kesselman & Kesselman as Auditors	For	Against	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 37.25 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Ormat Technologies, Inc.	ORA	USA	02/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.



Orocobre Limited	ORE	Australia	30/11/2021	Approve Share Plan Grant	Approve Grant of Merger Completion For Performance Rights to Perez de Solay	For	Against	Against	A qualified vote FOR the grant of FY22 STI performance rights to the CEO (Item 8) is warranted as there is clear disclosure of performance metrics and weightings and some level of disclosure regarding targets. However, some investors may have concerns that a majority of the STI is based on non-financial performance hurdles.A qualified vote FOR the grant of FY22 LTI performance rights to the CEO (Item 9) is warranted. The structure of the LTI rights is in line with good market practice and will reward company performance. However, concerns are raised given the quantum of the LTI award is excessive relative to the LTI opportunity received by peers, the relative TSR comparator group is narrow and curated, and the absence of a positive TSR gateway.A vote AGAINST the grant of merger completion performance rights to the CEO (Item 10) is warranted as the terms of the grant are not in line with shareholder interests.* The grant of bonus equity in connection with M&A transactions is generally not accepted in this market.* There are no performance hurdles and realization of the benefit is subject to ongoing employment only; and* There is no link and insufficient transparency between executive reward and performance and alignment with shareholder interests.
Orocobre Limited	ORE	Australia	30/11/2021	Change Company Name	Approve the Change of Company Name to Allkem Limited	For	For	For	A vote FOR this resolution is warranted on the basis that no corporate governance concerns have been identified.
Orocobre Limited	ORE	Australia	30/11/2021	Elect Director	Elect Martin Rowley as Director	For	For	For	A vote FOR the election of independent non-executive directors Martin Rowley (Item 3), Florencia Heredia (Item 4), John Turner (Item 5), and Alan Fitzpatrick (Item 6) is warranted. Each of these directors were board members of Galaxy Resources prior to its merger with the company in August 2021.
Orocobre Limited	ORE	Australia	30/11/2021	Elect Director	Elect Florencia Heredia as Director	For	For	For	A vote FOR the election of independent non-executive directors Martin Rowley (Item 3), Florencia Heredia (Item 4), John Turner (Item 5), and Alan Fitzpatrick (Item 6) is warranted. Each of these directors were board members of Galaxy Resources prior to its merger with the company in August 2021.
Orocobre Limited	ORE	Australia	30/11/2021	Elect Director	Elect John Turner as Director	For	For	For	A vote FOR the election of independent non-executive directors Martin Rowley (Item 3), Florencia Heredia (Item 4), John Turner (Item 5), and Alan Fitzpatrick (Item 6) is warranted. Each of these directors were board members of Galaxy Resources prior to its merger with the company in August 2021.
Orocobre Limited	ORE	Australia	30/11/2021	Elect Director	Elect Alan Fitzpatrick as Director	For	For	For	A vote FOR the election of independent non-executive directors Martin Rowley (Item 3), Florencia Heredia (Item 4), John Turner (Item 5), and Alan Fitzpatrick (Item 6) is warranted. Each of these directors were board members of Galaxy Resources prior to its merger with the company in August 2021.
Orocobre Limited	ORE	Australia	30/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve Increase to Non-Executive Directors' Remuneration	None	For	For	A qualified vote FOR this resolution is warranted as the current non-executive director fee cap is insufficient to remunerate the existing directors, taking into account the addition of new directors following the merger with Galaxy Resources. This recommendation is qualified to highlight that the proposed increase will more than double the current fee cap.
Orocobre Limited	ORE	Australia	30/11/2021	Approve Share Plan Grant	Approve Grant of STI Performance Rights to Perez de Solay	For	For	For	A qualified vote FOR the grant of FY22 STI performance rights to the CEO (Item 8) is warranted as there is clear disclosure of performance metrics and weightings and some level of disclosure regarding targets. However, some investors may have concerns that a majority of the STI is based on non-financial performance hurdles.A qualified vote FOR the grant of FY22 LTI performance rights to the CEO (Item 9) is warranted. The structure of the LTI rights is in line with good market practice and will reward company performance. However, concerns are raised given the quantum of the LTI award is excessive relative to the LTI opportunity received by peers, the relative TSR comparator group is narrow and curated, and the absence of a positive TSR gateway.A vote AGAINST the grant of merger completion performance rights to the CEO (Item 10) is warranted as the terms of the grant are not in line with shareholder interests.* The grant of bonus equity in connection with M&A transactions is generally not accepted in this market.* There are no performance hurdles and realization of the benefit is subject to ongoing employment only; and* There is no link and insufficient transparency between executive reward and performance and alignment with shareholder interests.
Orocobre Limited	ORE	Australia	30/11/2021	Approve Share Plan Grant	Approve Grant of LTI Performance Rights to Perez de Solay	For	For	For	A qualified vote FOR the grant of FY22 STI performance rights to the CEO (Item 8) is warranted as there is clear disclosure of performance metrics and weightings and some level of disclosure regarding targets. However, some investors may have concerns that a majority of the STI is based on non-financial performance hurdles.A qualified vote FOR the grant of FY22 LTI performance rights to the CEO (Item 9) is warranted. The structure of the LTI rights is in line with good market practice and will reward company performance. However, concerns are raised given the quantum of the LTI award is excessive relative to the LTI opportunity received by peers, the relative TSR comparator group is narrow and curated, and the absence of a positive TSR gateway.A vote AGAINST the grant of merger completion performance rights to the CEO (Item 10) is warranted as the terms of the grant are not in line with shareholder interests.* The grant of bonus equity in connection with M&A transactions is generally not accepted in this market.* There are no performance hurdles and realization of the benefit is subject to ongoing employment only; and* There is no link and insufficient transparency between executive reward and performance and alignment with shareholder interests.
Orora Limited	ORA	Australia	21/10/2021	Elect Director	Elect Jeremy Sutcliffe as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Jeremy Sutcliffe are warranted for lack of diversity on the board.Votes FOR the remaining director nominee are warranted.
Orora Limited	ORA	Australia	21/10/2021	Elect Director	Elect Samantha Lewis as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Jeremy Sutcliffe are warranted for lack of diversity on the board.Votes FOR the remaining director nominee are warranted.
Orora Limited	ORA	Australia	21/10/2021	Approve Share Plan Grant	Approve Grant of Deferred Share Rights to Brian Lowe	For	For	For	A vote FOR the issuance of rights to the CEO is warranted.* The deferred share rights (Item 3a) represent deferral into equity of a portion of the STI and sufficiently aligned with shareholder interests.* The LTI grant (Item 3b) is consistent with shareholder interests and good market practice, including clear disclosure of performance metrics (relative TSR and EPS growth of 4-8 percent) and gateway hurdles. The quantum of 70 percent of the CEO's fixed remuneration is consistent with peers.However, concerns are noted that the approval of the deferred rights represents an advance approval of rights which would be issues as part of the FY22 STI bonus, where the fiscal year has not been completed and performance is not known. Concerns are exacerbated given that performance hurdles are not disclosure for the performance measures being used, which would typically be necessary to fully inform shareholders of the extent of rigor performance targets. Such advance approval is inconsistent with Australian market practice.
Orora Limited	ORA	Australia	21/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Brian Lowe	For	For	For	A vote FOR the issuance of rights to the CEO is warranted.* The deferred share rights (Item 3a) represent deferral into equity of a portion of the STI and sufficiently aligned with shareholder interests.* The LTI grant (Item 3b) is consistent with shareholder interests and good market practice, including clear disclosure of performance metrics (relative TSR and EPS growth of 4-8 percent) and gateway hurdles. The quantum of 70 percent of the CEO's fixed remuneration is consistent with peers.However, concerns are noted that the approval of the deferred rights represents an advance approval of rights which would be issues as part of the FY22 STI bonus, where the fiscal year has not been completed and performance is not known. Concerns are exacerbated given that performance hurdles are not disclosure for the performance measures being used, which would typically be necessary to fully inform shareholders of the extent of rigor performance targets. Such advance approval is inconsistent with Australian market practice.
Pact Group Holdings Ltd	PGH	Australia	29/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted given that no material disconnect between pay and performance and shareholder outcomes has been identified at this time. However, STI disclosure is remains poor and incomplete given that thresholds, targets, and maximum goals are not provided to shareholders to independently assess performance against targets and their expectations. The CEO received a \$1.15 million STI bonus for FY21 which is consistent with the improvement in EBIT, being the company's primary performance measures, however, this is excessive and well above market cap peers. There was nil LTI vesting which is well aligned with the negative TSR over the performance period, however, concerns are that there is no positive TSR gateway for the single relative TSR performance measure.
Pact Group Holdings Ltd	PGH	Australia	29/11/2021	Elect Director	Elect Carmen Chua as Director	For	For	For	A vote FOR the re-election of independent non-executive director Carmen Chua is warranted no material issues have been identified regarding this director nominee in respect of board and committee composition, nor any wider corporate governance issues.

Pact Group Holdings Ltd	PGH	Australia	29/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Sanjay Dayal	For	For	For	A vote FOR the grant of performance rights to the CEO is warranted given the terms of the LTI are consistent with prior years. The LTI is in line with good market practice and shareholder interests with a performance period of three years and assessed against a relative TSR performance target. The concern of note is that there is no positive TSR gateway.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Elect Director	Elect Director John M. Donovan	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Elect Director	Elect Director John Key	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Elect Director	Elect Director Mary Pat McCarthy	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Elect Director	Elect Director Nir Zuk	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 12.09 percent of the fees paid to the auditor are for non-audit purposes.
Palo Alto Networks, Inc.	PANW	USA	14/12/2021	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director B. Thomas Golisano	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Thomas F. Bonadio	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Joseph G. Doody	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director David J.S. Flaschen	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Pamela A. Joseph	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Martin Mucci	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Kevin A. Price	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Joseph M. Tucci	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Joseph M. Velli	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Paychex, Inc.	PAYX	USA	14/10/2021	Elect Director	Elect Director Kara Wilson	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Paychex, Inc.	PAYX	USA	14/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. Annual incentives were linked primarily to financial goals, however, there are concerns regarding significant COVID-19 related modifications to incentive awards. The modifications to closing-cycle LTI awards increased the payouts significantly, and the compensation committee also chose to award only time-based equity for FY21 due to the committee's difficulty in setting performance goals as a result of the pandemic. A shift from performance-based to entirely time-based equity awards and changes to closing-cycle awards are viewed as a problematic response to COVID-19 related market disruption by many investors.
Paychex, Inc.	PAYX	USA	14/10/2021	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Paycom Software, Inc.	PAYC	USA	02/05/2022	Elect Director	Elect Director Jason D. Clark	For	Withhold	Withhold	WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. WITHHOLD votes are further warranted for incumbent nominating committee members Jason Clark and Henry (Ric) Duques for lack of diversity on the board.
Paycom Software, Inc.	PAYC	USA	02/05/2022	Elect Director	Elect Director Henry C. Duques	For	Withhold	Withhold	WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. WITHHOLD votes are further warranted for incumbent nominating committee members Jason Clark and Henry (Ric) Duques for lack of diversity on the board.
Paycom Software, Inc.	PAYC	USA	02/05/2022	Elect Director	Elect Director Chad Richison	For	Withhold	Withhold	WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. WITHHOLD votes are further warranted for incumbent nominating committee members Jason Clark and Henry (Ric) Duques for lack of diversity on the board.
Paycom Software, Inc.	PAYC	USA	02/05/2022	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 10.38 percent of the fees paid to the auditor are for non-audit purposes.
Paycom Software, Inc.	PAYC	USA	02/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. Although pay and performance are reasonably aligned for the year under review, the compensation committee has not demonstrated sufficient responsiveness to last year's failed say-on-pay vote. After two consecutive failed say-on-pay votes and a lack of majority support for a compensation committee member, the compensation committee does not appear to have taken meaningful action to address shareholders' concerns.
Paycom Software, Inc.	PAYC	USA	02/05/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director Rodney C. Adkins	For	Against	Against	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director Jonathan Christodoro	For	Against	Against	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director John J. Donahoe	For	For	For	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director David W. Dorman	For	Against	Against	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.

PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director Belinda J. Johnson	For	For	For	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director Enrique Lores	For	For	For	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director Gail J. McGovern	For	Against	Against	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director Deborah M. Messemer	For	For	For	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director David M. Moffett	For	For	For	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director Ann M. Sarnoff	For	For	For	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director Daniel H. Schulman	For	For	For	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Elect Director	Elect Director Frank D. Yeary	For	For	For	A vote AGAINST incumbent nominating committee members Rodney (Rod) Adkins, Jonathan Christodoro, David Dorman, and Gail McGovern is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentive awards are based primarily on objective financial metrics, and the majority of long-term equity awards are conditioned on multi-year financial performance objectives.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
PayPal Holdings, Inc.	PYPL	USA	02/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 20 percent to 10 percent would enhance shareholders' rights.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Mona Abutaleb Stephenson	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Melissa Barra	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Glynis A. Bryan	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director T. Michael Glenn	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Theodore L. Harris	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director David A. Jones	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Gregory E. Knight	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Michael T. Speetzen	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director John L. Stauch	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Pentair Plc	PNR	Ireland	17/05/2022	Elect Director	Elect Director Billie I. Williamson	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Pentair Plc	PNR	Ireland	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives were based on pre-set financial performance metrics and half of equity incentives were performance-based, with a multi-year performance period.
Pentair Plc	PNR	Ireland	17/05/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this item is warranted because only 14.50 percent of the fees paid to the auditor are for non-audit purposes.
Pentair Plc	PNR	Ireland	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Pentair Plc	PNR	Ireland	17/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Pentair Plc	PNR	Ireland	17/05/2022	Authorize Reissuance of Repurchased Shares	Determine Price Range for Reissuance of Treasury Shares	For	For	For	A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no concerns have been identified.
People Infrastructure Ltd	PPE	Australia	29/11/2021	Elect Director	Elect Elizabeth Savage as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Elizabeth (Liz) Savage are warranted for lack of diversity on the board. A vote AGAINST the reelection of Elizabeth Savage is further warranted to signal concerns for the composition of the company's audit and remuneration committees. The presence of an executive member on these committees is considered a material departure from widely accepted corporate governance practice and of concern for appropriate independence of these committees for shareholders.
People Infrastructure Ltd	PPE	Australia	29/11/2021	Approve Restricted Stock Plan	Approve Performance Rights Plan	None	Against	Against	A vote AGAINST this resolution is warranted because the material terms of the Performance Rights Plan are not in line with local market standards.
People Infrastructure Ltd	PPE	Australia	29/11/2021	Approve Share Plan Grant	Approve Issuance of Performance Rights to Thomas Reardon	For	Against	Against	A vote AGAINST this resolution is warranted because the material terms of the proposed grant are not in accordance with local market standards.
People Infrastructure Ltd	PPE	Australia	29/11/2021	Approve Pledging of Assets for Debt	Approve Financial Assistance in Relation to the Acquisition of Vision Surveys (Qld) Pty Ltd	For	For	For	A vote FOR this resolution is warranted.
People Infrastructure Ltd	PPE	Australia	29/11/2021	Change Company Name	Approve Change of Company Name to PeopleIn Limited and Amend the Constitution to Reflect Change of Company Name	For	For	For	A vote FOR this resolution is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Peter Barrett	For	Against	Against	A vote AGAINST incumbent nominating committee members Alexis Michas, Peter Barrett, and Sylvie Gregoire is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.

PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Samuel R. Chapin	For	For	For	A vote AGAINST incumbent nominating committee members Alexis Michas, Peter Barrett, and Sylvie Gregoire is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Sylvie Gregoire	For	Against	Against	A vote AGAINST incumbent nominating committee members Alexis Michas, Peter Barrett, and Sylvie Gregoire is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Alexis P. Michas	For	Against	Against	A vote AGAINST incumbent nominating committee members Alexis Michas, Peter Barrett, and Sylvie Gregoire is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Prahlad R. Singh	For	For	For	A vote AGAINST incumbent nominating committee members Alexis Michas, Peter Barrett, and Sylvie Gregoire is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Michel Vounatsos	For	For	For	A vote AGAINST incumbent nominating committee members Alexis Michas, Peter Barrett, and Sylvie Gregoire is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Frank Witney	For	For	For	A vote AGAINST incumbent nominating committee members Alexis Michas, Peter Barrett, and Sylvie Gregoire is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Elect Director	Elect Director Pascale Witz	For	For	For	A vote AGAINST incumbent nominating committee members Alexis Michas, Peter Barrett, and Sylvie Gregoire is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 5.95 percent of the fees paid to the auditor are for non-audit purposes.
PerkinElmer, Inc.	PKI	USA	26/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following concerns: * A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and * Excessive differentials between CEO pay and the pay of other named executive officers at the firm.
PEXA Group Limited	PXA	Australia	19/11/2021	Elect Director	Elect Mark Joiner as Director	For	For	For	Item 1A vote FOR the reelection of Mark Joiner is warranted. Item 2A qualified vote FOR the reelection of Vivek Bhatia is warranted as he is the sole representative of Link Group, which holds 44.66 percent of the company's shares. His percentage representation on the board is sufficiently proportionate to the shareholding which he represents.
PEXA Group Limited	PXA	Australia	19/11/2021	Elect Director	Elect Vivek Bhatia as Director	For	For	For	Item 1A vote FOR the reelection of Mark Joiner is warranted. Item 2A qualified vote FOR the reelection of Vivek Bhatia is warranted as he is the sole representative of Link Group, which holds 44.66 percent of the company's shares. His percentage representation on the board is sufficiently proportionate to the shareholding which he represents.
PEXA Group Limited	PXA	Australia	19/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the adoption of the remuneration report is warranted.
PEXA Group Limited	PXA	Australia	19/11/2021	Approve Omnibus Stock Plan	Approve PEXA Group Limited Equity Incentive Plan	For	For	For	A qualified vote FOR this resolution is warranted given that the Equity Incentive Plan establishes the broader framework for equity-incentives to a wider range of the company's employees. However, governance concerns exist for the fact that non-executive directors may participate in the plan. This aspect is inconsistent with shareholder expectations in this market that NEDs do not receive incentive-based pay. Nevertheless, it is noted that any grant to a NED would require shareholder approval.
PEXA Group Limited	PXA	Australia	19/11/2021	Approve Stock Option Plan Grants	Approve Grant of Performance Rights to Glenn King	For	For	For	A vote FOR this resolution is warranted.
Phoslock Environmental Technologies Limited	PET	Australia	27/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR the adoption of the remuneration report is warranted. The remuneration practices of the company on balance are in line with local market standards. Nevertheless, shareholders may be concerned with: * Payment of large cash bonuses which appear at odds with the company's financial performance and position; and * Ongoing lack of disclosure of specific and quantified STI targets, which hinders shareholders' abilities to assess performance alignment and goal rigor setting. Shareholders may seek to express their concerns and require improved disclosure.
Phoslock Environmental Technologies Limited	PET	Australia	27/05/2022	Elect Director	Elect Brenda Shanahan as Director	For	Against	Against	A vote AGAINST incumbent nomination committee member Brenda Shanahan is warranted for lack of diversity on the board.
Phoslock Environmental Technologies Limited	PET	Australia	27/05/2022	Approve the Spill Resolution	Approve Conditional Resolution	Against	Against	Against	A vote AGAINST this resolution is warranted.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Tranche 1 Deferred Consideration Shares to Altura Loan Note Holders	For	For	For	A vote FOR the ratification of the prior share issuance of the Tranche 1 Deferred Consideration Shares is warranted given the board's rationale and the minimal dilution from share issuance. This prior issue of shares to vendors as part consideration for the acquisition of ALO represents reasonable alignment of vendors with existing shareholders.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Issuance of Tranche 2 Deferred Consideration Shares to Altura Loan Note Holders	For	For	For	A vote FOR the issuance of the Tranche 2 Deferred Consideration Shares is warranted given the reasonable rationale for the issuance and the minimal dilution: "The Deferred Consideration component is at a reduced amount given early redemption, which is aligned with shareholder interests;" If this resolution is not approved, then the reduced number of Tranche 2 Deferred Consideration Shares will not be issued and the Deferred Consideration Deeds as originally agreed without amendment will continue to apply in respect of the remainder of the shares and more shares or a cash equivalent amount would be payable to the Altura Loan Note Holders in accordance with those deeds; and" As noted in Item 1, the issue of shares as part consideration for the acquisition of ALO represents alignment of vendors with existing shareholders.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Resource Capital Fund VII L.P., RCF Opportunities Fund L.P. and AustralianSuper Pty Ltd	For	For	For	A vote qualified FOR this resolution is warranted given the modest discount and rationale for the placement, being as consideration for an acquisition. However, this recommendation is qualified to highlight concerns for substantial dilution of 14.82 percent.
Pilbara Minerals Limited	PLS	Australia	29/09/2021	Adopt New Articles of Association/Charter	Adopt New Constitution	For	Against	Against	A vote AGAINST this resolution is warranted.The proposed new constitution includes wording that could permit general meetings to be held by virtual-only means.While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until 31 March 2022. Accordingly, there appears no benefit to shareholders from approving this provision at present.Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Pilbara Minerals Limited	PLS	Australia	16/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR this resolution is warranted. There is no material misalignment between pay and performance and shareholder outcomes for the period under review. However, the following concerns are raised:" STIs are mainly based on non-financial and operational metrics, although disclosure has improved;" The company deferred setting specific STI targets until the start of second half of FY21, which may raise concerns on the rigor of the targets;" The LTI in the form of performance rights is linked solely to strategic targets; and" With respect to the vesting of FY19 LTI subject to strategic objective related to participation in a downstream processing opportunity, the board deferred its determination for the vesting of this target until November 2021.
Pilbara Minerals Limited	PLS	Australia	16/11/2021	Elect Director	Elect Miriam Stanborough as Director	For	For	For	A vote FOR the election of independent non-executive director Miriam Stanborough is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination.
Pilbara Minerals Limited	PLS	Australia	16/11/2021	Approve Share Plan Grant	Approve Issuance of Employee Options and Employee Performance Rights to Ken Brinsden	For	For	For	A qualified vote FOR this resolution is warranted as the award structure is currently in line with the objectives of the company and shareholder results. However, there are concerns that half percent of the award is based on strategic objectives/targets, which appear to be a mandatory component of the day job for an executive of a mining company.
Plug Power Inc.	PLUG	USA	30/07/2021	Elect Director	Elect Director Andrew J. Marsh	For	For	For	A vote FOR the director nominees is warranted.
Plug Power Inc.	PLUG	USA	30/07/2021	Elect Director	Elect Director Gary K. Willis	For	For	For	A vote FOR the director nominees is warranted.
Plug Power Inc.	PLUG	USA	30/07/2021	Elect Director	Elect Director Maureen O. Helmer	For	For	For	A vote FOR the director nominees is warranted.

Plug Power Inc.	PLUG	USA	30/07/2021	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	For	A vote FOR this proposal is warranted given that the request is reasonable and there are no substantial concerns about the company's past use of shares.
Plug Power Inc.	PLUG	USA	30/07/2021	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Plug Power Inc.	PLUG	USA	30/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. While annual incentives were primarily determined by objective metrics, NEOs received supplemental recognition bonuses which appear to incorporate a significant amount of committee discretion. In addition, the value of the CEO's long-term incentive award increased substantially from the previous year and was greater than 2.5 times the median total pay for CEOs in the company-defined peer group. This is of particular concern given that a significant majority of the equity awards remained time-vesting.
Plug Power Inc.	PLUG	USA	30/07/2021	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Plug Power Inc.	PLUG	USA	30/06/2022	Elect Director	Elect Director George C. McNamee	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominees George McNamee and Gregory Kenausis for lack of diversity on the board. Votes FOR the remaining director nominee are warranted.
Plug Power Inc.	PLUG	USA	30/06/2022	Elect Director	Elect Director Gregory L. Kenausis	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominees George McNamee and Gregory Kenausis for lack of diversity on the board. Votes FOR the remaining director nominee are warranted.
Plug Power Inc.	PLUG	USA	30/06/2022	Elect Director	Elect Director Jean A. Bua	For	For	For	WITHHOLD votes are warranted for incumbent nominees George McNamee and Gregory Kenausis for lack of diversity on the board. Votes FOR the remaining director nominee are warranted.
Plug Power Inc.	PLUG	USA	30/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Plug Power Inc.	PLUG	USA	30/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. Although the compensation committee demonstrated adequate responsiveness to last year's relatively low support for the say-on-pay proposal by changing the LTI award mix to entirely performance-based options, an unmitigated pay-for-performance concern exists for the year under review. While the performance options contain several positive features, the magnitude of the target option grant values for all NEOs is outsized and not substantiated by company performance. In addition, an NEO received a new-hire grant of equity that lacks a strong performance basis and it is unclear what portion of the award was intended to replace forfeited equity.
Plug Power Inc.	PLUG	USA	30/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this proposal to ratify the auditor is warranted.
Polynovo Limited	PNV	Australia	26/10/2021	Elect Director	Elect Bruce Rathie as Director	For	Against	Against	Votes AGAINST incumbent nominee Bruce Rathie are warranted for lack of diversity on the board. A vote FOR Andrew Lumsden is warranted.
Polynovo Limited	PNV	Australia	26/10/2021	Elect Director	Elect Andrew Lumsden as Director	For	For	For	Votes AGAINST incumbent nominee Bruce Rathie are warranted for lack of diversity on the board. A vote FOR Andrew Lumsden is warranted.
Polynovo Limited	PNV	Australia	26/10/2021	Amend Terms of Outstanding Options	Approve Amendment to the Long Term Incentive of Paul Brennan	For	For	For	A vote FOR this resolution is warranted because, although certain concerns regarding the LTI grant persist, the proposed amendments, on balance, do not negatively affect the terms of the award. Key positive terms of the LTI grant are as follows: "One-third of the award can be earned every year starting in FY22, which is an improvement given that, pursuant to the current terms, two-thirds may vest in less than three years from grant date;" There is still an element of retesting, but only half of the shares will be available for retesting in the two following years; and* The award will no longer vest on change in control.
Polynovo Limited	PNV	Australia	26/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this resolution is warranted as pay and performance and shareholder results are reasonably aligned at this time. The managing director's fixed remuneration is not problematic, and he did not receive any STI bonus and LTI award.
Polynovo Limited	PNV	Australia	26/10/2021	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	Against	A vote AGAINST this resolution is warranted. The company has taken appropriate steps to address shareholder concerns and remuneration practices and outcomes are not generally contentious. There are also no material governance concerns raised at this time.
Pool Corporation	POOL	USA	03/05/2022	Elect Director	Elect Director Peter D. Arvan	For	For	For	A vote AGAINST incumbent nominating committee members John Stokely, Timothy Graven and Harlan Seymour is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Pool Corporation	POOL	USA	03/05/2022	Elect Director	Elect Director Martha 'Marty' S. Gervasi	For	For	For	A vote AGAINST incumbent nominating committee members John Stokely, Timothy Graven and Harlan Seymour is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Pool Corporation	POOL	USA	03/05/2022	Elect Director	Elect Director Timothy M. Graven	For	Against	Against	A vote AGAINST incumbent nominating committee members John Stokely, Timothy Graven and Harlan Seymour is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Pool Corporation	POOL	USA	03/05/2022	Elect Director	Elect Director Debra S. Oler	For	For	For	A vote AGAINST incumbent nominating committee members John Stokely, Timothy Graven and Harlan Seymour is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Pool Corporation	POOL	USA	03/05/2022	Elect Director	Elect Director Manuel J. Perez de la Mesa	For	For	For	A vote AGAINST incumbent nominating committee members John Stokely, Timothy Graven and Harlan Seymour is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Pool Corporation	POOL	USA	03/05/2022	Elect Director	Elect Director Harlan F. Seymour	For	Against	Against	A vote AGAINST incumbent nominating committee members John Stokely, Timothy Graven and Harlan Seymour is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Pool Corporation	POOL	USA	03/05/2022	Elect Director	Elect Director Robert C. Sledd	For	For	For	A vote AGAINST incumbent nominating committee members John Stokely, Timothy Graven and Harlan Seymour is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Pool Corporation	POOL	USA	03/05/2022	Elect Director	Elect Director John E. Stokely	For	Against	Against	A vote AGAINST incumbent nominating committee members John Stokely, Timothy Graven and Harlan Seymour is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Pool Corporation	POOL	USA	03/05/2022	Elect Director	Elect Director David G. Whalen	For	For	For	A vote AGAINST incumbent nominating committee members John Stokely, Timothy Graven and Harlan Seymour is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Pool Corporation	POOL	USA	03/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Pool Corporation	POOL	USA	03/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial measures. In addition, the majority of LTI awards are performance based and utilise a multi-year performance period. A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial measures. In addition, the majority of LTI awards are performance based and utilise a multi-year performance period.
PotlatchDeltic Corporation	PCH	USA	02/05/2022	Elect Director	Elect Director Anne L. Alonzo	For	For	For	A vote AGAINST incumbent nominating committee member R. Hunter Pierson Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
PotlatchDeltic Corporation	PCH	USA	02/05/2022	Elect Director	Elect Director Michael J. Covey	For	For	For	A vote AGAINST incumbent nominating committee member R. Hunter Pierson Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
PotlatchDeltic Corporation	PCH	USA	02/05/2022	Elect Director	Elect Director R. Hunter Pierson, Jr.	For	Against	Against	A vote AGAINST incumbent nominating committee member R. Hunter Pierson Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
PotlatchDeltic Corporation	PCH	USA	02/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
PotlatchDeltic Corporation	PCH	USA	02/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
PotlatchDeltic Corporation	PCH	USA	02/05/2022	Amend Restricted Stock Plan	Amend Restricted Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Open Meeting	Open Meeting	For	For	For	These are routine meeting formalities.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Approve Remuneration of Directors and Auditors	Approve Remuneration of Directors in the Amount of SEK 440,000 for Chairman and SEK 220,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because there are no concerns with the proposed fees.

PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Elect Directors (Bundled)	Reelect Dirk De Boever, Helna Fasth Gillstedt, Uwe Hillmann, Riku Peka Hagg, Magnus Jonsson (Chair) and Annette Malm Justad as Directors; Elect Kajsa Rytberg-Wallgren as New Director	For	Against	Against	A vote AGAINST this item is warranted because there is an overboarded director on the board.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Elect Member of Nominating Committee	Approve Nominating Committee Instructions	For	For	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to the local market practice of including non-board members in the nominating committee.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Approve Remuneration Policy	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	Against	A vote AGAINST this item is warranted because the disclosure level of performance conditions for the annual bonus is below par.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of 5.8 Million Shares without Preemptive Rights	For	Against	Against	A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Swedish Authorities	For	For	For	A vote FOR this formality is warranted as it will not have any impact on the material content of the adopted resolutions.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Close Meeting	Close Meeting				This is a non-voting formality.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	For	These are routine meeting formalities.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders	For	For	For	These are routine meeting formalities.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or	Designate Inspector(s) of Minutes of Meeting	For	For	For	These are routine meeting formalities.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Acknowledge Proper Convening of Meeting	Acknowledge Proper Convening of Meeting	For	For	For	These are routine meeting formalities.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Approve Minutes of Previous	Approve Agenda of Meeting	For	For	For	These are routine meeting formalities.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Receive Financial Statements and Statutory Reports (Non-	Receive Financial Statements and Statutory Reports				This is a routine, non-voting item.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Omission of Dividends	For	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed omission of dividend.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Approve Discharge of Board and President	Approve Discharge of Board and President	For	For	For	A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
PowerCell Sweden AB	PCELL	Sweden	03/05/2022	Fix Number of Directors and/or Auditors	Determine Number of Members (7) and Deputy Members (0) of Board	For	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Pro Medicus Limited	PME	Australia	23/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this resolution is warranted. The remuneration of the company's co-founder, managing director and CEO is not deemed excessive as it is solely composed of a fixed pay component, which is not excessive. In addition, the STI and LTI framework for the other executives appears sufficiently aligned with shareholder interests, with some level of disclosure of performance metrics, weightings, targets, and achievement levels. Furthermore, the LTI is subject to a four-year vesting period and STI and LTI outcomes appear sufficiently aligned with company performance and shareholder returns.
Pro Medicus Limited	PME	Australia	23/11/2021	Elect Director	Elect Alice Williams as Director	For	For	For	Votes AGAINST incumbent nominee Peter Kempen are warranted for lack of diversity on the board.Votes FOR new director nominee Alice Williams are warranted at this time.
Pro Medicus Limited	PME	Australia	23/11/2021	Elect Director	Elect Peter Kempen as Director	For	Against	Against	Votes AGAINST incumbent nominee Peter Kempen are warranted for lack of diversity on the board.Votes FOR new director nominee Alice Williams are warranted at this time.
Pro Medicus Limited	PME	Australia	23/11/2021	Approve Omnibus Stock Plan	Approve Pro Medicus Limited Long Term Incentive Plan	For	For	For	A vote FOR this resolution is warranted. The plan establishes the broader framework for equity incentives to a wider range of the company's employees and the performance metrics selected for the plan appear appropriate. In addition, shareholders will be able to vote on the LTI grant made under the plan to executive directors.
Prologis, Inc.	PLD	USA	04/05/2022	Elect Director	Elect Director Hamid R. Moghadam	For	For	For	A vote AGAINST incumbent nominating committee members Lydia Kennard, Jeffrey Skelton and William Zollars is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prologis, Inc.	PLD	USA	04/05/2022	Elect Director	Elect Director Cristina G. Bitá	For	For	For	A vote AGAINST incumbent nominating committee members Lydia Kennard, Jeffrey Skelton and William Zollars is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prologis, Inc.	PLD	USA	04/05/2022	Elect Director	Elect Director George L. Fotiadis	For	For	For	A vote AGAINST incumbent nominating committee members Lydia Kennard, Jeffrey Skelton and William Zollars is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prologis, Inc.	PLD	USA	04/05/2022	Elect Director	Elect Director Lydia H. Kennard	For	Against	Against	A vote AGAINST incumbent nominating committee members Lydia Kennard, Jeffrey Skelton and William Zollars is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prologis, Inc.	PLD	USA	04/05/2022	Elect Director	Elect Director Irving F. Lyons, III	For	For	For	A vote AGAINST incumbent nominating committee members Lydia Kennard, Jeffrey Skelton and William Zollars is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prologis, Inc.	PLD	USA	04/05/2022	Elect Director	Elect Director Avid Modjtabei	For	For	For	A vote AGAINST incumbent nominating committee members Lydia Kennard, Jeffrey Skelton and William Zollars is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prologis, Inc.	PLD	USA	04/05/2022	Elect Director	Elect Director David P. O'Connor	For	For	For	A vote AGAINST incumbent nominating committee members Lydia Kennard, Jeffrey Skelton and William Zollars is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prologis, Inc.	PLD	USA	04/05/2022	Elect Director	Elect Director Olivier Piani	For	For	For	A vote AGAINST incumbent nominating committee members Lydia Kennard, Jeffrey Skelton and William Zollars is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prologis, Inc.	PLD	USA	04/05/2022	Elect Director	Elect Director Jeffrey L. Skelton	For	Against	Against	A vote AGAINST incumbent nominating committee members Lydia Kennard, Jeffrey Skelton and William Zollars is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prologis, Inc.	PLD	USA	04/05/2022	Elect Director	Elect Director Carl B. Webb	For	For	For	A vote AGAINST incumbent nominating committee members Lydia Kennard, Jeffrey Skelton and William Zollars is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prologis, Inc.	PLD	USA	04/05/2022	Elect Director	Elect Director William D. Zollars	For	Against	Against	A vote AGAINST incumbent nominating committee members Lydia Kennard, Jeffrey Skelton and William Zollars is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.

Prologis, Inc.	PLD	USA	04/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Following last year's low say-on-pay vote result, the compensation committee engaged with shareholders, disclosed specific feedback received, and implemented positive pay program changes and disclosure improvements. Accordingly, the committee has demonstrated adequate responsiveness. There continue to be some concerns regarding the complex nature of the company's multiple equity incentive programs, particularly with respect to the PPP program, and the rigor of LTI goals. However, these concerns have not resulted in a quantitative pay-for-performance misalignment for the year in review. In addition, the annual LTI and outperformance programs are entirely performance-based, and the value of the CEO's PPP awards decreased significantly year-over-year. Further, the committee increased the rigor of the annual LTI goals for future award cycles and eliminated the committee's ability to provide discretionary payouts when threshold goals are not achieved. Lastly, the annual program for all NEOs is now predominately based on pre-set, quantified goals with all targets clear disclosed, following an increase in the weighting of the corporate performance component for non-CEO NEOs and disclosure enhancements made in response to shareholder feedback. On balance of these factors, a vote FOR this proposal is warranted, with caution. Close continued monitoring of grant practices and pay outcomes under the long-term and outperformance programs is warranted given the concerns identified above.
Prologis, Inc.	PLD	USA	04/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 11.48 percent of the fees paid to the auditor are for non-audit purposes.
Proterra Inc	PTRA	USA	26/05/2022	Elect Director	Elect Director Mary Louise Krakauer	For	For	For	WITHHOLD votes are warranted for Jeannine Sargent given the board's failure to remove, or subject to a sunset requirement, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for incumbent nominating committee member Jeannine Sargent for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Proterra Inc	PTRA	USA	26/05/2022	Elect Director	Elect Director Roger M. Nielsen	For	For	For	WITHHOLD votes are warranted for Jeannine Sargent given the board's failure to remove, or subject to a sunset requirement, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for incumbent nominating committee member Jeannine Sargent for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Proterra Inc	PTRA	USA	26/05/2022	Elect Director	Elect Director Jeannine P. Sargent	For	Withhold	Withhold	WITHHOLD votes are warranted for Jeannine Sargent given the board's failure to remove, or subject to a sunset requirement, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for incumbent nominating committee member Jeannine Sargent for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Proterra Inc	PTRA	USA	26/05/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Proterra Inc	PTRA	USA	26/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Thomas J. Baltimore, Jr.	For	For	For	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Sandra Pianalto	For	Against	Against	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Christine A. Poon	For	For	For	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Douglas A. Scovanner	For	For	For	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Michael A. Todman	For	For	For	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Gilbert F. Casellas	For	Against	Against	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Robert M. Falzon	For	For	For	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Martina Hund-Mejean	For	For	For	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Wendy E. Jones	For	For	For	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Karl J. Krapek	For	For	For	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Peter R. Lighte	For	Against	Against	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director Charles F. Lowrey	For	For	For	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Elect Director	Elect Director George Paz	For	For	For	A vote AGAINST incumbent nominating committee members Gilbert (Gil) Casellas, Peter Lighte and Sandra (Sandy) Pianalto is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Prudential Financial, Inc.	PRU	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives were entirely based on financial performance, and a majority of equity incentives are based on performance measured over a multi-year period.
Prudential Plc	PRU	United Kingdom	27/08/2021	Approve Spin-Off Agreement	Approve Matters Relating to the Demerger of the Jackson Group from the Prudential Group	For	For	For	A vote FOR this proposal is considered warranted on account of: "Compelling strategic rationale provided by the Board, noting improved operations and shareholder benefits with the independent businesses, and" Existing shareholders can still participate in the potential upside of the demerged business, which will subsequently be listed on the NYSE.
Prudential Plc	PRU	United Kingdom	26/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Philip Remnant as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect James Turner as Director	For	For	For	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Thomas Watjen as Director	For	For	For	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Jeanette Wong as Director	For	For	For	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Amy Yip as Director	For	For	For	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prudential Plc	PRU	United Kingdom	26/05/2022	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 17.4 percent of the total fees paid to the auditor are for non-audit purposes.
Prudential Plc	PRU	United Kingdom	26/05/2022	Authorize Board to Fix Remuneration of External	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because only 17.4 percent of the total fees paid to the auditor are for non-audit purposes.
Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.

Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity to Include Repurchased Shares	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Prudential Plc	PRU	United Kingdom	26/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this item is considered warranted, although it is not without concern because: * The Executives continue to receive significant and increasing amounts of benefits, which have not been adequately explained in the meeting materials. The main reason for support is: * No overriding concerns have been identified at this time.
Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Prudential Plc	PRU	United Kingdom	26/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve International Savings-Related Share Option Scheme for Non-Employees	For	For	For	A vote FOR this tax-approved plan is warranted because it is broad-based and no corporate governance concerns have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Prudential Plc	PRU	United Kingdom	26/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorize the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Elect George Sartorel as Director	For	For	For	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Shriti Vadera as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Jeremy Anderson as Director	For	For	For	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Mark Fitzpatrick as Director	For	For	For	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Chua Sock Koong as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect David Law as Director	For	For	For	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Prudential Plc	PRU	United Kingdom	26/05/2022	Elect Director	Re-elect Ming Lu as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Baroness Shriti Vadera, Philip Remnant, Sock Koong Chua and Ming Lu is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Publicis Groupe SA	PUB	France	25/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Publicis Groupe SA	PUB	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Management Board Members	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Publicis Groupe SA	PUB	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Maurice Levy, Chairman Supervisory Board	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Publicis Groupe SA	PUB	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Arthur Sadoun, Chairman of Management Board	For	For	For	A vote FOR this remuneration report is warranted but is not without concerns as: * The supervisory board restated the EPS criterion of the bonus (EUR 100,000) for the mechanical effect linked to the share buyback programs of peers. Main reason for support is: * The justification of this use of discretion is deemed compelling.
Publicis Groupe SA	PUB	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Publicis Groupe SA	PUB	France	25/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Steve King, Management Board Member	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Publicis Groupe SA	PUB	France	25/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	Such share buyback programs merit a vote FOR.
Publicis Groupe SA	PUB	France	25/05/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	For	For	For	Votes FOR are warranted as the authorisations are in line with recommended guidelines.
Publicis Groupe SA	PUB	France	25/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	For	For	For	Votes FOR are warranted as the authorisations are in line with recommended guidelines.
Publicis Groupe SA	PUB	France	25/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Publicis Groupe SA	PUB	France	25/05/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	For	For	For	Votes FOR are warranted as the authorisations are in line with recommended guidelines.
Publicis Groupe SA	PUB	France	25/05/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under 18-20	For	For	For	Votes FOR are warranted as the authorisations are in line with recommended guidelines.
Publicis Groupe SA	PUB	France	25/05/2022	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For	For	Votes FOR are warranted as the authorisations are in line with recommended guidelines.



Publicis Groupe SA	PUB	France	25/05/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	For	For	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
Publicis Groupe SA	PUB	France	25/05/2022	Authorize Capital Increase for Future Share Exchange Offers	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	For	For	For	Votes FOR are warranted as the authorisations are in line with recommended guidelines.
Publicis Groupe SA	PUB	France	25/05/2022	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	Votes FOR are warranted as the authorisations are in line with recommended guidelines.
Publicis Groupe SA	PUB	France	25/05/2022	Approve Executive Share Option Plan	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	For	For	For	A vote FOR is warranted but is not without concerns as the performance conditions are not disclosed. Main reason for support is that executives does not benefit of such plan in 2022.
Publicis Groupe SA	PUB	France	25/05/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	A vote FOR is warranted in the absence of any specific concerns.
Publicis Groupe SA	PUB	France	25/05/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For	For	A vote FOR is warranted in the absence of any specific concerns.
Publicis Groupe SA	PUB	France	25/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Article 18 of Bylaws Re: Alternate Auditors	For	For	For	These proposals merit votes FOR as they adopt legal changes and are deemed non-contentious;
Publicis Groupe SA	PUB	France	25/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 2.40 per Share	For	For	For	A vote FOR is warranted in the absence of any specific concerns.
Publicis Groupe SA	PUB	France	25/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Article 7 of Bylaws To Comply with Legal Changes	For	For	For	These proposals merit votes FOR as they adopt legal changes and are deemed non-contentious;
Publicis Groupe SA	PUB	France	25/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
Publicis Groupe SA	PUB	France	25/05/2022	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For	A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.
Publicis Groupe SA	PUB	France	25/05/2022	Elect Supervisory Board Member	Reelect Elisabeth Badinter as Supervisory Board Member	For	For	For	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 6). A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Item 5).
Publicis Groupe SA	PUB	France	25/05/2022	Elect Supervisory Board Member	Elect Tidjane Thiam as Supervisory Board Member	For	For	For	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 6). A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 46.2 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Item 5).
Publicis Groupe SA	PUB	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of Supervisory Board	For	For	For	Votes FOR these remuneration policies are warranted because they do not raise any significant concern.
Publicis Groupe SA	PUB	France	25/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Supervisory Board Members	For	For	For	Votes FOR these remuneration policies are warranted because they do not raise any significant concern.
Pushpay Holdings Limited	PPH	New Zealand	16/06/2022	Authorize Board to Fix Remuneration of External	Authorize Board to Fix Remuneration of the Auditors	For	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified in relation to the fees paid to the auditor.
Pushpay Holdings Limited	PPH	New Zealand	16/06/2022	Elect Director	Elect Graham Shaw as Director	For	For	For	Item 2 and 3 A vote FOR the election of Graham Shaw and Sumita Pandit is warranted. Their presence supports the continued composition of a majority independent board, and there are no material corporate governance concerns identified in relation to these nominees. Item 4 A qualified vote FOR the election of John M. Connolly is warranted. His board representation is consistent with Sixth Street Advisers' 17.2 percent ownership stake in the company. The qualification is to highlight that he is the chairman of the company's remuneration committee and problematic pay practices are observed.
Pushpay Holdings Limited	PPH	New Zealand	16/06/2022	Elect Director	Elect Sumita Pandit as Director	For	For	For	Item 2 and 3 A vote FOR the election of Graham Shaw and Sumita Pandit is warranted. Their presence supports the continued composition of a majority independent board, and there are no material corporate governance concerns identified in relation to these nominees. Item 4 A qualified vote FOR the election of John M. Connolly is warranted. His board representation is consistent with Sixth Street Advisers' 17.2 percent ownership stake in the company. The qualification is to highlight that he is the chairman of the company's remuneration committee and problematic pay practices are observed.
Pushpay Holdings Limited	PPH	New Zealand	16/06/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	For	A qualified vote FOR this resolution is warranted because the proposed increase in NED fee cap relates primarily to the company's requirement to remunerate the two new US-based directors Sumita Pandit and John Connolly under US market rates which are much higher than those in the New Zealand market. The qualification is on the basis that the levels of Chair and NED fees at this company are higher than New Zealand market capitalisation peers.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Tracey C. Doi	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Vicky B. Gregg	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Wright L. Lassiter, III	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Timothy L. Main	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Denise M. Morrison	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Gary M. Pfeiffer	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Timothy M. Ring	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Stephen H. Rusckowski	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Elect Director	Elect Director Gail R. Wilensky	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following concerns: * A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and * Excessive differentials between CEO pay and the pay of other named executive officers at the firm.

Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 8.49 percent of the fees paid to the auditor are for non-audit purposes.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Provide Right to Act by Written Consent	Provide Right to Act by Written Consent	For	For	For	A vote FOR this proposal is warranted given that the ability to act by written consent would give shareholders an additional means to act on matters between annual meetings.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Amend Right to Call Special Meeting	Amend Right to Call Special Meeting	For	For	For	A vote FOR this proposal is warranted as the ability to call special meetings would enhance shareholder rights. Shareholder approval of this proposal would result in the immediate provision of the right to call special meetings with a 15-percent ownership threshold. A shareholder proposal on ballot (Item 6) requests the provision of the right with a 10-percent ownership threshold, which shareholders may view as a more reasonable threshold.
Quest Diagnostics Incorporated	DGX	USA	18/05/2022	Amend Articles/Bylaws/Charter Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 15 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.
Ramsay Health Care Limited	RHC	Australia	24/11/2021	Elect Director	Elect David Ingle Thodey as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member David Thodey are warranted for lack of diversity on the board.Votes FOR remaining nominee Claudia Suessmuth Dyckerhoff are warranted.
Ramsay Health Care Limited	RHC	Australia	24/11/2021	Elect Director	Elect Claudia Ricarda Rita Suessmuth Dyckerhoff as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member David Thodey are warranted for lack of diversity on the board.Votes FOR remaining nominee Claudia Suessmuth Dyckerhoff are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Marlene Debel	For	For	For	Votes AGAINST incumbent nominating committee members Anne Gates, Jeffrey (Jeff) Edwards, Benjamin Esty, Gordon Johnson, and Susan Story are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Robert M. Dutkowsky	For	For	For	Votes AGAINST incumbent nominating committee members Anne Gates, Jeffrey (Jeff) Edwards, Benjamin Esty, Gordon Johnson, and Susan Story are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Jeffrey N. Edwards	For	Against	Against	Votes AGAINST incumbent nominating committee members Anne Gates, Jeffrey (Jeff) Edwards, Benjamin Esty, Gordon Johnson, and Susan Story are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Benjamin C. Esty	For	Against	Against	Votes AGAINST incumbent nominating committee members Anne Gates, Jeffrey (Jeff) Edwards, Benjamin Esty, Gordon Johnson, and Susan Story are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Anne Gates	For	Against	Against	Votes AGAINST incumbent nominating committee members Anne Gates, Jeffrey (Jeff) Edwards, Benjamin Esty, Gordon Johnson, and Susan Story are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Thomas A. James	For	For	For	Votes AGAINST incumbent nominating committee members Anne Gates, Jeffrey (Jeff) Edwards, Benjamin Esty, Gordon Johnson, and Susan Story are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Gordon L. Johnson	For	Against	Against	Votes AGAINST incumbent nominating committee members Anne Gates, Jeffrey (Jeff) Edwards, Benjamin Esty, Gordon Johnson, and Susan Story are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Roderick C. McGeary	For	For	For	Votes AGAINST incumbent nominating committee members Anne Gates, Jeffrey (Jeff) Edwards, Benjamin Esty, Gordon Johnson, and Susan Story are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Paul C. Reilly	For	For	For	Votes AGAINST incumbent nominating committee members Anne Gates, Jeffrey (Jeff) Edwards, Benjamin Esty, Gordon Johnson, and Susan Story are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Raj Seshadri	For	For	For	Votes AGAINST incumbent nominating committee members Anne Gates, Jeffrey (Jeff) Edwards, Benjamin Esty, Gordon Johnson, and Susan Story are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Elect Director	Elect Director Susan N. Story	For	Against	Against	Votes AGAINST incumbent nominating committee members Anne Gates, Jeffrey (Jeff) Edwards, Benjamin Esty, Gordon Johnson, and Susan Story are warranted for lack of diversity on the board.Votes FOR the remaining director nominees are warranted.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Increase Authorized Common Stock	Increase Authorized Common Stock	For	For	For	A vote FOR this proposal is warranted given that the request is below the allowable increase and there are no substantial concerns about the company's past use of shares.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Company Specific - Equity Related	Revise Certain Provisions Governing Capital Stock	For	For	For	A vote FOR this proposal is warranted as the proposed amendments are housekeeping in nature and would not result in a diminishment of shareholder rights.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles of Incorporation	For	For	For	A vote FOR this proposal is warranted as the proposed amendments are housekeeping in nature and would not result in a diminishment of shareholder rights.
Raymond James Financial, Inc.	RJF	USA	24/02/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 9.38 percent of the fees paid to the auditor are for non-audit purposes.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Minegishi, Masumi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Idekoba, Hisayuki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Senaha, Ayano	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Rony Kahan	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Izumiya, Naoki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Totoki, Hiroki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Elect Director	Elect Director Honda, Keiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor Nishimura, Takashi	For	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Alternate Statutory Auditor Tanaka, Miho	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Recruit Holdings Co., Ltd.	6098	Japan	21/06/2022	Amend Articles to: (Japan)	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Reece Limited	REH	Australia	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted. There is no misalignment of pay and performance and shareholder outcomes. STI outcomes would not be regarded as excessive or problematic in light of strong financial performance during the year and there were no LTI awards that vested during the year.However, the following concerns are identified:* The specific and quantified STI targets are not disclosed; and* There currently is no hurdle linked to outperformance relative to peers for the LTI.
Reece Limited	REH	Australia	28/10/2021	Elect Director	Elect Andrew Wilson as Director	For	Against	Against	Votes AGAINST incumbent nominee Andrew Wilson are warranted for lack of diversity on the board.
Reece Limited	REH	Australia	28/10/2021	Approve Omnibus Stock Plan	Approve 2021 Long Term Incentive Plan	For	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic and establish a broad framework for grants to be made in the future. Shareholders have transparency over the practice operation of grants made under the plan as evidenced in the CEO's LTI grant being put to shareholder approval at this year's AGM.
Reece Limited	REH	Australia	28/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Peter Wilson	For	For	For	A vote FOR this item is warranted because the terms of the proposed LTI grant to Peter Wilson are not problematic.
Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Elect Director	Elect Director Bonnie L. Bassler	For	Against	Against	A vote AGAINST incumbent nominating committee members Bonnie Bassler and Michael Brown is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.

Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Elect Director	Elect Director Michael S. Brown	For	Against	Against	A vote AGAINST incumbent nominating committee members Bonnie Bassler and Michael Brown is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Elect Director	Elect Director Leonard S. Schleifer	For	For	For	A vote AGAINST incumbent nominating committee members Bonnie Bassler and Michael Brown is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Elect Director	Elect Director George D. Yancopoulos	For	For	For	A vote AGAINST incumbent nominating committee members Bonnie Bassler and Michael Brown is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 10.39 percent of the fees paid to the auditor are for non-audit purposes.
Regeneron Pharmaceuticals, Inc.	REGN	USA	10/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, with caution. While CEO pay and company performance were reasonably aligned during the year in review, payout determinations for annual incentive awards remain relatively subjective and lack pre-set goals, and equity awards remain entirely time-based. Therefore, shareholders should continue to closely monitor the company's compensation practices.
RELX Plc	REL	United Kingdom	21/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Charlotte Hogg as Director	For	For	For	A vote AGAINST incumbent nomination committee members Paul Walker, Wolfhart Hauser, Robert MacLeod and Marike van Lier Lels is warranted for lack of diversity on the board. Votes FOR the remaining directors are warranted.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Marike van Lier Lels as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Paul Walker, Wolfhart Hauser, Robert MacLeod and Marike van Lier Lels is warranted for lack of diversity on the board. Votes FOR the remaining directors are warranted.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Nick Luff as Director	For	For	For	A vote AGAINST incumbent nomination committee members Paul Walker, Wolfhart Hauser, Robert MacLeod and Marike van Lier Lels is warranted for lack of diversity on the board. Votes FOR the remaining directors are warranted.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Robert MacLeod as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Paul Walker, Wolfhart Hauser, Robert MacLeod and Marike van Lier Lels is warranted for lack of diversity on the board. Votes FOR the remaining directors are warranted.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Andrew Sukawaty as Director	For	For	For	A vote AGAINST incumbent nomination committee members Paul Walker, Wolfhart Hauser, Robert MacLeod and Marike van Lier Lels is warranted for lack of diversity on the board. Votes FOR the remaining directors are warranted.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Suzanne Wood as Director	For	For	For	A vote AGAINST incumbent nomination committee members Paul Walker, Wolfhart Hauser, Robert MacLeod and Marike van Lier Lels is warranted for lack of diversity on the board. Votes FOR the remaining directors are warranted.
RELX Plc	REL	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
RELX Plc	REL	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
RELX Plc	REL	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
RELX Plc	REL	United Kingdom	21/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
RELX Plc	REL	United Kingdom	21/04/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR this resolution, the approval of the remuneration report, is warranted, as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution, the approval of the remuneration report, is warranted, as no significant concerns have been identified.
RELX Plc	REL	United Kingdom	21/04/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
RELX Plc	REL	United Kingdom	21/04/2022	Authorize Board to Fix Remuneration of External	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Paul Walker as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Paul Walker, Wolfhart Hauser, Robert MacLeod and Marike van Lier Lels is warranted for lack of diversity on the board. Votes FOR the remaining directors are warranted.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect June Felix as Director	For	For	For	A vote AGAINST incumbent nomination committee members Paul Walker, Wolfhart Hauser, Robert MacLeod and Marike van Lier Lels is warranted for lack of diversity on the board. Votes FOR the remaining directors are warranted.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Erik Engstrom as Director	For	For	For	A vote AGAINST incumbent nomination committee members Paul Walker, Wolfhart Hauser, Robert MacLeod and Marike van Lier Lels is warranted for lack of diversity on the board. Votes FOR the remaining directors are warranted.
RELX Plc	REL	United Kingdom	21/04/2022	Elect Director	Re-elect Wolfhart Hauser as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Paul Walker, Wolfhart Hauser, Robert MacLeod and Marike van Lier Lels is warranted for lack of diversity on the board. Votes FOR the remaining directors are warranted.
Renova, Inc. (Japan)	9519	Japan	17/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	Against	Against	A vote AGAINST this proposal is warranted because: " The passage of this proposal will authorise the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Renova, Inc. (Japan)	9519	Japan	17/06/2022	Elect Director	Elect Director Semmoto, Sachio	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	Japan	17/06/2022	Elect Director	Elect Director Kiminami, Yosuke	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	Japan	17/06/2022	Elect Director	Elect Director Yamaguchi, Kazushi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	Japan	17/06/2022	Elect Director	Elect Director Ogawa, Tomokazu	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	Japan	17/06/2022	Elect Director	Elect Director Minamikawa, Hideki	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	Japan	17/06/2022	Elect Director	Elect Director Kawana, Koichi	For	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Renova, Inc. (Japan)	9519	Japan	17/06/2022	Elect Director	Elect Director Shimada, Naoki	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	Japan	17/06/2022	Elect Director	Elect Director Yamazaki, Mayuka	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	Japan	17/06/2022	Elect Director	Elect Director Takayama, Ken	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Renova, Inc. (Japan)	9519	Japan	17/06/2022	Approve Restricted Stock Plan	Approve Trust-Type Equity Compensation Plan	For	Against	Against	A vote AGAINST this proposal is warranted because: " No specific performance hurdles are specified, and shares are transferable to recipients in less than three years after this shareholder meeting by non-retiring recipients.
Resideo Technologies, Inc.	REZI	USA	08/06/2022	Elect Director	Elect Director Roger Fradin	For	For	For	A vote AGAINST incumbent nominating committee members Andrew Teich, Cynthia Hostetler, Nina Richardson, and Sharon Wienbar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Resideo Technologies, Inc.	REZI	USA	08/06/2022	Elect Director	Elect Director Jay Geldmacher	For	For	For	A vote AGAINST incumbent nominating committee members Andrew Teich, Cynthia Hostetler, Nina Richardson, and Sharon Wienbar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Resideo Technologies, Inc.	REZI	USA	08/06/2022	Elect Director	Elect Director Paul Deninger	For	For	For	A vote AGAINST incumbent nominating committee members Andrew Teich, Cynthia Hostetler, Nina Richardson, and Sharon Wienbar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.

Resideo Technologies, Inc.	REZI	USA	08/06/2022	Elect Director	Elect Director Cynthia Hostetler	For	Against	Against	A vote AGAINST incumbent nominating committee members Andrew Teich, Cynthia Hostetler, Nina Richardson, and Sharon Wienbar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Resideo Technologies, Inc.	REZI	USA	08/06/2022	Elect Director	Elect Director Brian Kushner	For	For	For	A vote AGAINST incumbent nominating committee members Andrew Teich, Cynthia Hostetler, Nina Richardson, and Sharon Wienbar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Resideo Technologies, Inc.	REZI	USA	08/06/2022	Elect Director	Elect Director Jack Lazar	For	For	For	A vote AGAINST incumbent nominating committee members Andrew Teich, Cynthia Hostetler, Nina Richardson, and Sharon Wienbar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Resideo Technologies, Inc.	REZI	USA	08/06/2022	Elect Director	Elect Director Nina Richardson	For	Against	Against	A vote AGAINST incumbent nominating committee members Andrew Teich, Cynthia Hostetler, Nina Richardson, and Sharon Wienbar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Resideo Technologies, Inc.	REZI	USA	08/06/2022	Elect Director	Elect Director Andrew Teich	For	Against	Against	A vote AGAINST incumbent nominating committee members Andrew Teich, Cynthia Hostetler, Nina Richardson, and Sharon Wienbar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Resideo Technologies, Inc.	REZI	USA	08/06/2022	Elect Director	Elect Director Sharon Wienbar	For	Against	Against	A vote AGAINST incumbent nominating committee members Andrew Teich, Cynthia Hostetler, Nina Richardson, and Sharon Wienbar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Resideo Technologies, Inc.	REZI	USA	08/06/2022	Elect Director	Elect Director Kareem Yusuf	For	For	For	A vote AGAINST incumbent nominating committee members Andrew Teich, Cynthia Hostetler, Nina Richardson, and Sharon Wienbar is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Resideo Technologies, Inc.	REZI	USA	08/06/2022	Advisory Vote to Ratify Named Executive Officers' Ratify Auditors	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify Deloitte & Touche LLP as Auditors	For	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Resideo Technologies, Inc.	REZI	USA	08/06/2022			For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Resideo Technologies, Inc.	REZI	USA	08/06/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Karen Drexler	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Michael 'Mick' Farrell	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Peter Farrell	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Harjit Gill	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Ronald 'Ron' Taylor	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director John Hernandez	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
ResMed Inc.	RMD	USA	18/11/2021	Elect Director	Elect Director Desney Tan	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
ResMed Inc.	RMD	USA	18/11/2021	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 2.43 percent of the fees paid to the auditor are for non-audit purposes.
ResMed Inc.	RMD	USA	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentives were entirely based on objective financial measures and granted equity was entirely performance based.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Marco Alvera	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Maria R. Morris	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Douglas L. Peterson	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Edward B. Rust, Jr.	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Richard E. Thornburgh	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Gregory Washington	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Jacques Esculier	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Gay Huey Evans	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director William D. Green	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Stephanie C. Hill	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Rebecca Jacoby	For	Against	Against	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Robert P. Kelly	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Ian Paul Livingston	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.

S&P Global Inc.	SPGI	USA	04/05/2022	Elect Director	Elect Director Deborah D. McWhinney	For	For	For	A vote AGAINST incumbent nominating committee members Richard (Dick) Thornburgh, Marco Alvera, William (Bill) Green, Rebecca Jacoby and Edward Rust Jr. is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
S&P Global Inc.	SPGI	USA	04/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. CEO pay and company performance are reasonably aligned, and the majority of CEO pay is conditioned on objective financial performance metrics. Additionally, the majority of the CEO's equity award is conditioned on clearly disclosed long-term financial performance goals.
S&P Global Inc.	SPGI	USA	04/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 19.18 percent of the fees paid to the auditor are for non-audit purposes.
Sampo Oyj	SAMPO	Finland	18/05/2022	Open Meeting	Open Meeting				These are routine meeting formalities.
Sampo Oyj	SAMPO	Finland	18/05/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of EUR 190,000 for Chair and EUR 98,000 for Other Directors; Approve Remuneration for Committee Work	For	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Sampo Oyj	SAMPO	Finland	18/05/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors at Nine	For	For	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Sampo Oyj	SAMPO	Finland	18/05/2022	Elect Directors (Bundled)	Reelect Christian Clausen, Fiona Clutterbuck, Georg Ehnrooth, Jannica Fagerholm, Johanna Lamminen, Risto Murto, Markus Rauramo and Bjorn Wahlroos as Directors; Elect Steven Langan as New Director	For	For	For	A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.
Sampo Oyj	SAMPO	Finland	18/05/2022	Authorize Board to Fix Remuneration of External Ratify Auditors	Approve Remuneration of Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Sampo Oyj	SAMPO	Finland	18/05/2022	Authorize Share Repurchase Program	Ratify Deloitte as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Sampo Oyj	SAMPO	Finland	18/05/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Sampo Oyj	SAMPO	Finland	18/05/2022	Close Meeting	Close Meeting				This is a non-voting formality.
Sampo Oyj	SAMPO	Finland	18/05/2022	Call the Meeting to Order	Call the Meeting to Order				These are routine meeting formalities.
Sampo Oyj	SAMPO	Finland	18/05/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Acknowledge Proper Convening of Meeting	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting				These are routine meeting formalities.
Sampo Oyj	SAMPO	Finland	18/05/2022	Prepare and Approve List of Shareholders	Prepare and Approve List of Shareholders				These are routine meeting formalities.
Sampo Oyj	SAMPO	Finland	18/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report				This is a routine, non-voting item.
Sampo Oyj	SAMPO	Finland	18/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Sampo Oyj	SAMPO	Finland	18/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 4.10 Per Share	For	For	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Sampo Oyj	SAMPO	Finland	18/05/2022	Approve Discharge of Board and President	Approve Discharge of Board and President	For	For	For	A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Sanofi	SAN	France	03/05/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Sanofi	SAN	France	03/05/2022	Elect Director	Elect Antoine Yver as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).
Sanofi	SAN	France	03/05/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Sanofi	SAN	France	03/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Serge Weinberg, Chairman of the Board	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Sanofi	SAN	France	03/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Sanofi	SAN	France	03/05/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Sanofi	SAN	France	03/05/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	Such share buyback programs merit a vote FOR.
Sanofi	SAN	France	03/05/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Article 25 of Bylaws Re: Dividends	For	For	For	This proposal merits a vote FOR as it is deemed non-contentious.
Sanofi	SAN	France	03/05/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
Sanofi	SAN	France	03/05/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Sanofi	SAN	France	03/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 3.33 per Share	For	For	For	A vote FOR this item is warranted as it does not raise concerns.
Sanofi	SAN	France	03/05/2022	Elect Director	Reelect Paul Hudson as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).
Sanofi	SAN	France	03/05/2022	Elect Director	Reelect Christophe Babule as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).

Sanofi	SAN	France	03/05/2022	Elect Director	Reelect Gilles Schnepf as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).
Sanofi	SAN	France	03/05/2022	Elect Director	Elect Carole Ferrand as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).
Sanofi	SAN	France	03/05/2022	Elect Director	Elect Emile Voest as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted (Items 6-10). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 62.5 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 71.4 percent vs 50 percent recommended) (Items 4 and 5).
SBA Communications Corporation	SBAC	USA	12/05/2022	Elect Director	Elect Director Kevin L. Beebe	For	For	For	A vote AGAINST incumbent nominating committee member Jack Langer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
SBA Communications Corporation	SBAC	USA	12/05/2022	Elect Director	Elect Director Jack Langer	For	Against	Against	A vote AGAINST incumbent nominating committee member Jack Langer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
SBA Communications Corporation	SBAC	USA	12/05/2022	Elect Director	Elect Director Jeffrey A. Stoops	For	For	For	A vote AGAINST incumbent nominating committee member Jack Langer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
SBA Communications Corporation	SBAC	USA	12/05/2022	Elect Director	Elect Director Jay L. Johnson	For	For	For	A vote AGAINST incumbent nominating committee member Jack Langer is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
SBA Communications Corporation	SBAC	USA	12/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 2.24 percent of the fees paid to the auditor are for non-audit purposes.
SBA Communications Corporation	SBAC	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and long-term incentives are chiefly performance-conditioned. Some concerns remain related to the degree of subjectivity utilized in the annual incentives, the lack of a payout cap when absolute TSR results are negative, and the use of the AFFO per share metric in both incentive plans.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Open Meeting	Open Meeting; Registration of Attending Shareholders and Proxies				These are routine meeting formalities.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Elect Director	Elect John Andersen (Chair) as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Elect Director	Elect Jan Skogseth as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Elect Director	Elect Maria Moraesus Hansen as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Elect Director	Elect Mette Krogsrud as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Elect Director	Elect Espen Gundersen as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Approve Remuneration of Directors and/or Committee	Approve Remuneration of Board and Committees	For	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Elect Member of Nominating Committee	Elect Members of Nominating Committee	For	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the election of the nominating committee (item 12) and the amendments of the instructions for the nominating committee (item 16).
Scatec Solar ASA	SCATC	Norway	29/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Members of Nomination Committee	For	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Authorize Board to Fix Remuneration of External	Approve Remuneration of Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Ratify Auditors	Ratify Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Elect Member of Nominating Committee	Approve Nomination Committee Procedures	For	For	For	A vote FOR these items is warranted, because of a lack of controversy regarding the election of the nominating committee (item 12) and the amendments of the instructions for the nominating committee (item 16).
Scatec Solar ASA	SCATC	Norway	29/04/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Board to Purchase Treasury Shares in Connection with Acquisitions, Mergers, Demergers or other Transactions	For	Against	Against	A vote AGAINST these proposals to repurchase company shares is warranted because the authorizations may be used under the circumstances mentioned in Section 6-17 of the Securities Trading Act, which enables a company to use capital to thwart takeovers.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Approve Equity Plan Financing	Authorize Share Repurchase Program in Connection with Incentive Plans	For	Against	Against	A vote AGAINST these items is warranted as they would fund an incentive plan with vesting periods of less than three years.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Such Shares	For	Against	Against	A vote AGAINST these proposals to repurchase company shares is warranted because the authorizations may be used under the circumstances mentioned in Section 6-17 of the Securities Trading Act, which enables a company to use capital to thwart takeovers.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Elect Chairman of Meeting	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	For	These are routine meeting formalities.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Creation of Pool of Capital without Preemptive Rights	For	For	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Approve Equity Plan Financing	Approve Issuance of Shares in Connection with Incentive Plans	For	Against	Against	A vote AGAINST these items is warranted as they would fund an incentive plan with vesting periods of less than three years.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Approve Minutes of Previous Meeting	Approve Notice of Meeting and Agenda	For	For	For	These are routine meeting formalities.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Receive Financial Statements and Statutory Reports (Non-	Receive Information on the Business				This is a routine, non-voting item.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Approve Dividends	Approve Distribution of Dividends	For	For	For	A vote FOR this income allocation proposal is warranted because the proposed dividend is healthy. While the proposed dividend exceeds earnings, the income allocation proposal should not jeopardize the company's finances.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Discuss/Approve Company's Corporate Governance Structure/Statement	Discuss Company's Corporate Governance Statement				This is a non-voting item.
Scatec Solar ASA	SCATC	Norway	29/04/2022	Approve Remuneration Policy	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	Against	A vote AGAINST this item is warranted because of the continued insufficient vesting period as included in the company's option plan.

Scatec Solar ASA	SCATC	Norway	29/04/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Statement	For	Against	Against	A vote AGAINST this item is warranted because " The remuneration report falls short on disclosure on the annual bonus " A significant deviation from the remuneration guidelines has been made by paying discretionary bonuses.
Scentre Group	SCG	Australia	07/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the FY21 Remuneration Report is warranted, on the basis that the Group responded to shareholder concerns and the "first strike" at the 2021 AGM with changes to the remuneration arrangements to include " more disclosure of performance targets, " amended Board discretion in relation to the annual incentive, " agreement not to grant retention awards, " increased weighting to financial measures in the long-term plan, and " revised vesting conditions for TSR. Nevertheless, inconsistencies remain with better governance practices including: " Persisting high concern for misalignment in the Social Advisory Services pay for performance model which includes a substantial retention grant (noting this model includes the value of previous LTI grants, whereas recent vesting is at lower levels), " High level of remuneration for the CEO and Chairman being well above market median, " Awarding additional 25 percent performance rights upon reaching maximum hurdles, " Dividends on unvested shares, and " Rewarding below index TSR performance in the FY21 LTVR award.
Scentre Group	SCG	Australia	07/04/2022	Elect Director	Elect Brian Schwartz as Director	For	Against	Against	A vote AGAINST incumbent nominating committee members Brian Schwartz and Michael (Mike) Ihlein is warranted for lack of diversity on the board. A vote FOR the election of new director Ilana Atlas is warranted. Qualified support FOR the election of Catherine Brenner is warranted, given corporate governance failures being identified at ASX-listed AMP Limited where she was chair of the board.
Scentre Group	SCG	Australia	07/04/2022	Elect Director	Elect Michael Ihlein as Director	For	Against	Against	A vote AGAINST incumbent nominating committee members Brian Schwartz and Michael (Mike) Ihlein is warranted for lack of diversity on the board. A vote FOR the election of new director Ilana Atlas is warranted. Qualified support FOR the election of Catherine Brenner is warranted, given corporate governance failures being identified at ASX-listed AMP Limited where she was chair of the board.
Scentre Group	SCG	Australia	07/04/2022	Elect Director	Elect Ilana Atlas as Director	For	For	For	A vote AGAINST incumbent nominating committee members Brian Schwartz and Michael (Mike) Ihlein is warranted for lack of diversity on the board. A vote FOR the election of new director Ilana Atlas is warranted. Qualified support FOR the election of Catherine Brenner is warranted, given corporate governance failures being identified at ASX-listed AMP Limited where she was chair of the board.
Scentre Group	SCG	Australia	07/04/2022	Elect Director	Elect Catherine Brenner as Director	For	For	For	A vote AGAINST incumbent nominating committee members Brian Schwartz and Michael (Mike) Ihlein is warranted for lack of diversity on the board. A vote FOR the election of new director Ilana Atlas is warranted. Qualified support FOR the election of Catherine Brenner is warranted, given corporate governance failures being identified at ASX-listed AMP Limited where she was chair of the board.
Scentre Group	SCG	Australia	07/04/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Peter Allen	For	For	For	A qualified vote FOR the grant of performance rights to CEO Peter Allen is warranted. The Group amended the terms of the FY22 LTVR award to better align with shareholder interests and market practice by " reducing the weighting to strategic measures to 10 percent if the grant, " removing the upfront adjustment for estimated distributions, " adjusting the TSR targets such that below index performance vesting is no longer rewarded, and " removing the additional 25 percent award for maximum TSR achievement. Nevertheless, the qualification is to highlight the following inconsistencies and concerns: " The quantum of the LTI award has been pro-rated to 9 months up to the CEO's retirement in September 2022, however the annualised value of the award remains above the market median for CEOs of similar sized companies and peers, " The Group has not disclosed the ROCE maximum hurdle measure, which if achieved would still enable an additional 25 percent to be earned, and " The upfront adjustment for distributions has been replaced by a cash equivalent payment for dividends on any rights that ultimately vest. The opportunity of payment for dividends on unvested shares remains inconsistent with better market practice noting there is no entitlement to dividends during the performance period on such awards.
Scentre Group	SCG	Australia	07/04/2022	Approve the Spill Resolution	Approve the Spill Resolution	Against	Against	Against	A vote AGAINST the resolution to spill the Board is warranted as no material governance concerns are highlighted at present to warrant a spill of the Board. Importantly, the Board has taken steps to respond reasonably to shareholder concerns after the "first strike" at the 2021 AGM to adjust the executive remuneration structure to provide additional disclosure and clarity on the STVR and LTVR plans. In particular, the Board has committed to no further grants of retention awards which were misaligned with results and shareholders as leading to the "first strike" at the 2021 AGM.
Seagen Inc.	SGEN	USA	13/05/2022	Elect Director	Elect Director Ted W. Love	For	Against	Against	A vote AGAINST incumbent nominees Ted Love and Daniel Welch is warranted for lack of diversity on the board.
Seagen Inc.	SGEN	USA	13/05/2022	Elect Director	Elect Director Daniel G. Welch	For	Against	Against	A vote AGAINST incumbent nominees Ted Love and Daniel Welch is warranted for lack of diversity on the board.
Seagen Inc.	SGEN	USA	13/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.
Seagen Inc.	SGEN	USA	13/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Elect Director	Elect Fiona Hele as Director	For	Against	Against	Votes AGAINST incumbent nominees Terry Dodd and Fiona Hele are warranted for lack of diversity on the board. A vote AGAINST the re-election of Terry Dodd is also warranted to highlight persisting concerns with the independence structure of the board. Dodd is classified as a non-independent director and the board is not majority independent (only 43-percent independence).
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Elect Director	Elect Terry Dodd as Director	For	Against	Against	Votes AGAINST incumbent nominees Terry Dodd and Fiona Hele are warranted for lack of diversity on the board. A vote AGAINST the re-election of Terry Dodd is also warranted to highlight persisting concerns with the independence structure of the board. Dodd is classified as a non-independent director and the board is not majority independent (only 43-percent independence).
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Approve Pledging of Assets for Debt	Approve Financial Assistance in Relation to the Acquisition	For	For	For	A vote FOR this resolution is warranted as it is not contentious. The granting of financial assistance is a common practice where a company makes an acquisition (in this case, the acquisition of the GO West Tours business and associated property assets) and security over the acquired assets and undertakings is required to be given to the company's lenders which made loans to fund the acquisition.
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Change Company Name	Approve the Change of Company Name to Kelsian Group Limited	For	For	For	A vote FOR this resolution is warranted on the basis that no corporate governance concerns have been identified.
Sealink Travel Group Limited	SLK	Australia	26/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Modification to the Constitution	For	Against	Against	A vote AGAINST this resolution is warranted." The proposed new constitution includes wording that explicitly states that the company may conduct meetings by using virtual-only means." While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders." It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present." Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Seek Limited	SEK	Australia	17/11/2021	Elect Director	Elect Graham Goldsmith as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Graham Goldsmith, Andrew Bassat, and Michael Wachtel are warranted for lack of diversity on the board.
Seek Limited	SEK	Australia	17/11/2021	Elect Director	Elect Michael Wachtel as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Graham Goldsmith, Andrew Bassat, and Michael Wachtel are warranted for lack of diversity on the board.
Seek Limited	SEK	Australia	17/11/2021	Elect Director	Elect Andrew Bassat as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Graham Goldsmith, Andrew Bassat, and Michael Wachtel are warranted for lack of diversity on the board.

Seek Limited	SEK	Australia	17/11/2021	Approve Share Plan Grant	Approve Grant of Equity Right to Ian Narev	For	Against	Against	A vote AGAINST the equity right award is recommended. The structure of this grant is the same as prior years and inconsistent with accepted market practice with the following shareholder concerns: " There are no performance hurdles, and realization of the benefit is subject to ongoing employment only," There is no link and insufficient transparency between executive reward and performance and alignment with shareholder interests, and" Awarding a short-term incentive without performance conditions, which are the norm in the Australian market, is essentially additional deferred fixed remuneration with exposure to shorter term share price fluctuation.A qualified vote FOR the grant of LTI options and rights is warranted, although not without concern." The quantum of the award is high compared to industry peers." The absolute share price vesting scale is set at a less than challenging level requiring share price growth in the range of 3.8 percent at threshold and 6.0 percent at maximum vesting, and" There is no relative performance measure which is typically used in LTI awards for large companies.
Seek Limited	SEK	Australia	17/11/2021	Approve Share Plan Grant	Approve Grant of Options and Rights to Ian Narev	For	For	For	A vote AGAINST the equity right award is recommended. The structure of this grant is the same as prior years and inconsistent with accepted market practice with the following shareholder concerns: " There are no performance hurdles, and realization of the benefit is subject to ongoing employment only," There is no link and insufficient transparency between executive reward and performance and alignment with shareholder interests, and" Awarding a short-term incentive without performance conditions, which are the norm in the Australian market, is essentially additional deferred fixed remuneration with exposure to shorter term share price fluctuation.A qualified vote FOR the grant of LTI options and rights is warranted, although not without concern." The quantum of the award is high compared to industry peers." The absolute share price vesting scale is set at a less than challenging level requiring share price growth in the range of 3.8 percent at threshold and 6.0 percent at maximum vesting, and" There is no relative performance measure which is typically used in LTI awards for large companies.
Seek Limited	SEK	Australia	17/11/2021	Approve or Amend Severance Agreements/Change-in-Control Agreements	Approve Leaving Benefits	For	For	For	A vote FOR this resolution is warranted because no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Andy Gulliford as Director	For	For	For	A vote AGAINST incumbent nomination committee members Gerald Corbett, Martin Moore, Mary Barnard, Susan (Sue) Clayton and Carol Fairweather is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Martin Moore as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Gerald Corbett, Martin Moore, Mary Barnard, Susan (Sue) Clayton and Carol Fairweather is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect David Sleath as Director	For	For	For	A vote AGAINST incumbent nomination committee members Gerald Corbett, Martin Moore, Mary Barnard, Susan (Sue) Clayton and Carol Fairweather is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Elect Simon Fraser as Director	For	For	For	A vote AGAINST incumbent nomination committee members Gerald Corbett, Martin Moore, Mary Barnard, Susan (Sue) Clayton and Carol Fairweather is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Elect Andy Harrison as Director	For	For	For	A vote AGAINST incumbent nomination committee members Gerald Corbett, Martin Moore, Mary Barnard, Susan (Sue) Clayton and Carol Fairweather is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Elect Linda Yueh as Director	For	For	For	A vote AGAINST incumbent nomination committee members Gerald Corbett, Martin Moore, Mary Barnard, Susan (Sue) Clayton and Carol Fairweather is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Ratify Auditors	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 7.5 percent of the total fees paid to the auditor are for non-audit purposes.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Authorize Board to Fix Remuneration of External Auditors	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because only 7.5 percent of the total fees paid to the auditor are for non-audit purposes.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Amend Restricted Stock Plan	Amend Long Term Incentive Plan	For	For	For	A vote FOR the proposed remuneration policy is warranted, although it is not without concern because: " The CEO's maximum LTIP opportunity will be increased from 250% of salary to 300% of salary. The main reasons for support are: " The Company has grown in size and complexity since the last AGM. Since the last policy review, the Company's market capitalisation has doubled and its property portfolio value has increased by more than 50% to GBP 18.4 billion. The Remuneration Committee explains that in this context, the CEO's current remuneration is being increased as it lags behind the FTSE 100 and large REITs market. " If the CEO's maximum LTIP award will be increased, his shareholding requirement will also be increased to 400% of salary.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted in the absence of material concerns.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	For	A vote FOR the proposed remuneration policy is warranted, although it is not without concern because: " The CEO's maximum LTIP opportunity will be increased from 250% of salary to 300% of salary. The main reasons for support are: " The Company has grown in size and complexity since the last AGM. Since the last policy review, the Company's market capitalisation has doubled and its property portfolio value has increased by more than 50% to GBP 18.4 billion. The Remuneration Committee explains that in this context, the CEO's current remuneration is being increased as it is significantly behind the FTSE 100 and large REITs market. " If the CEO's maximum LTIP award is increased, his shareholding requirement will also be increased to 400% of salary. " No further material issues have been identified.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Gerald Corbett as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Gerald Corbett, Martin Moore, Mary Barnard, Susan (Sue) Clayton and Carol Fairweather is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.



SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Mary Barnard as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Gerald Corbett, Martin Moore, Mary Barnard, Susan (Sue) Clayton and Carol Fairweather is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Sue Clayton as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Gerald Corbett, Martin Moore, Mary Barnard, Susan (Sue) Clayton and Carol Fairweather is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Soumen Das as Director	For	For	For	A vote AGAINST incumbent nomination committee members Gerald Corbett, Martin Moore, Mary Barnard, Susan (Sue) Clayton and Carol Fairweather is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
SEGRO Plc	SGRO	United Kingdom	21/04/2022	Elect Director	Re-elect Carol Fairweather as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Gerald Corbett, Martin Moore, Mary Barnard, Susan (Sue) Clayton and Carol Fairweather is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 47	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Elect Director	Elect Director Nakai, Yoshihiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Elect Director	Elect Director Abe, Shinichi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Elect Director	Elect Director Horiuchi, Yosuke	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Elect Director	Elect Director Tanaka, Satoshi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Elect Director	Elect Director Miura, Toshiharu	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Elect Director	Elect Director Ishii, Toru	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Elect Director	Elect Director Yoshimaru, Yukiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Elect Director	Elect Director Kitazawa, Toshifumi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Elect Director	Elect Director Nakajima, Yoshimi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Elect Director	Elect Director Takegawa, Keiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor Ogino, Takashi	For	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Sekisui House, Ltd.	1928	Japan	26/04/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor Tsuruta, Ryuichi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Select Harvests Limited	SHV	Australia	25/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted. The remuneration framework is consistent with market and no material misalignment between pay and performance and shareholder outcomes has been identified for the period under review. As in prior years, concerns include:* The absence of disclosure of specific and quantified performance targets in the STI; and* The absence of deferral of STI bonuses which is typically seen in ASX300 companies.
Select Harvests Limited	SHV	Australia	25/02/2022	Elect Director	Elect Guy Kingwill as Director	For	Against	Against	A vote FOR director nominee Travis Dillon is warranted.
Select Harvests Limited	SHV	Australia	25/02/2022	Elect Director	Elect Travis Dillon as Director	For	For	For	A vote FOR director nominee Travis Dillon is warranted.
Select Harvests Limited	SHV	Australia	25/02/2022	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	None	For	For	A vote FOR this resolution is warranted, on the basis that:* The proposed increase is not material and allows for additional board appointments in facilitating future board renewal; and* Non-executive director fees are not considered contentious.
Select Harvests Limited	SHV	Australia	25/02/2022	Approve Share Plan Grant	Approve Participation of Paul Thompson in the Long-Term Incentive Plan	For	For	For	A qualified vote FOR this resolution is warranted on the basis that the structure of the grant is broadly in line with market practice and shareholder expectations with appropriate performance vesting periods and objective financial targets comprising 80 percent of the award.The qualification is to highlight concern for:* The quantum of the CEO's FY22 LTI grant is substantially higher compared to the prior year;* The introduction of a strategic hurdle (comprising 20 percent of the award) with no clear disclosure of what the targets are or how they are objectively aligned with improved shareholder results and not just a bonus for the "day job";* There is no hurdle linked to outperformance relative to peers for the FY22 LTI grant, which raises the possibility that executives are rewarded for factors resulting from market movements instead of significant outperformance against peers; and* There exists the potential for accelerated vesting provisions under a specific change of control event.
Seven West Media Limited	SWM	Australia	09/11/2021	Elect Director	Elect David Evans as Director	For	For	For	A vote FOR these nominees is warranted.
Seven West Media Limited	SWM	Australia	09/11/2021	Elect Director	Elect Michael Malone as Director	For	For	For	A vote FOR these nominees is warranted.
Seven West Media Limited	SWM	Australia	09/11/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR the adoption of the remuneration report is warranted.
Seven West Media Limited	SWM	Australia	09/11/2021	Approve Share Plan Grant	Approve Issuance of Shares to James Warburton under the FY21 Short Term Incentive Plan	For	For	For	A vote FOR this resolution is warranted.
Seven West Media Limited	SWM	Australia	09/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to James Warburton under the FY22 Short Term Incentive Plan	For	For	For	A vote FOR this resolution is warranted.
Shimadzu Corp.	7701	Japan	28/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 28	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Shimadzu Corp.	7701	Japan	28/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Ueda, Teruhisa	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Yamamoto, Yasunori	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Miura, Yasuo	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Watanabe, Akira	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Wada, Hiroko	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Hanai, Nobuo	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Nakanishi, Yoshiyuki	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Elect Director	Elect Director Hamada, Nami	For	For	For	A vote FOR this nominee is warranted because: There are no particular concerns about the nominee.
Shimadzu Corp.	7701	Japan	28/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Alternate Statutory Auditor Iwamoto, Fumio	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 60	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.

Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Elect Director	Elect Director Teshirogi, Isao	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Elect Director	Elect Director Sawada, Takuko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Elect Director	Elect Director Ando, Keichi	For	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Elect Director	Elect Director Ozaki, Hiroshi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Elect Director	Elect Director Takatsuki, Fumi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Shionogi & Co., Ltd.	4507	Japan	23/06/2022	Approve Issuance of Shares for a Private Placement	Approve Disposal of Treasury Shares for a Private Placement	For	Against	Against	A vote AGAINST this proposal is warranted because: * Shionogi has failed to provide a compelling rationale for the effective donation of treasury shares to the Shionogi Infectious Disease Research Promotion Foundation.
Shoals Technologies Group, Inc.	SHLS	USA	05/05/2022	Elect Director	Elect Director Peter Wilver	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent directors Ty Daul, Toni Volpe, and Peter Wilver for 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. WITHHOLD votes are further warranted for nominating committee member Peter Wilver for lack of diversity on the board.
Shoals Technologies Group, Inc.	SHLS	USA	05/05/2022	Elect Director	Elect Director Ty Daul	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent directors Ty Daul, Toni Volpe, and Peter Wilver for 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. WITHHOLD votes are further warranted for nominating committee member Peter Wilver for lack of diversity on the board.
Shoals Technologies Group, Inc.	SHLS	USA	05/05/2022	Elect Director	Elect Director Toni Volpe	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent directors Ty Daul, Toni Volpe, and Peter Wilver for 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. WITHHOLD votes are further warranted for nominating committee member Peter Wilver for lack of diversity on the board.
Shoals Technologies Group, Inc.	SHLS	USA	05/05/2022	Ratify Auditors	Ratify BDO USA, LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 11.99 percent of the fees paid to the auditor are for non-audit purposes.
Shopping Centres Australasia Property Group	SCP	Australia	24/11/2021	Elect Director	Elect Mark Fleming as Director	For	Against	Against	Votes AGAINST incumbent nominee Mark Fleming are warranted for lack of diversity on the board.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Accept Consolidated Financial Statements and Statutory	Approve Consolidated and Standalone Financial Statements	For	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Allow Shareholder Meetings to be Held in Virtual-Only Format	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	For	A vote FOR this item is warranted because:* The framework for implementing virtual-only meetings is limited.* The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Amend Articles/Charter Compensation-Related	Amend Article 45 Re: Director Remuneration	For	For	For	A vote FOR this item is warranted because:* The framework for implementing virtual-only meetings is limited.* The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles Re: Involvement of Shareholders in Listed Companies	For	For	For	A vote FOR this item is warranted because:* The framework for implementing virtual-only meetings is limited.* The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles Re: Technical Improvements	For	For	For	A vote FOR this item is warranted because:* The framework for implementing virtual-only meetings is limited.* The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Allow Shareholder Meetings to be Held in Virtual-Only Format	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	For	A vote FOR this item is warranted because:* The framework for implementing virtual-only meetings is limited.* The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Approve/Amend Regulations on General Meetings	Amend Article 6 of General Meeting Regulations Re: Board Competences	For	For	For	A vote FOR this item is warranted because:* The framework for implementing virtual-only meetings is limited.* The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Approve/Amend Regulations on General Meetings	Amend Articles of General Meeting Regulations Re: Technical Improvements	For	For	For	A vote FOR this item is warranted because:* The framework for implementing virtual-only meetings is limited.* The other amendments are not deemed controversial.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote on Remuneration Report	For	For	For	A vote FOR this item is warranted due to a lack of material concerns about the company's remuneration practices.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Receive/Approve Report/Announcement	Approve Consolidated and Standalone Management Reports	For	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Accept/Approve Corporate Social Responsibility Report	Approve Non-Financial Information Statement	For	For	For	A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Approve Discharge of Board and President	Approve Discharge of Board	For	For	For	A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income	For	For	For	A vote FOR this item is warranted due to the lack of controversy surrounding the proposed income allocation.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Elect Director	Ratify Appointment of and Elect Jochen Eickholt as Director	For	For	For	A vote FOR Item 6 is warranted due to a lack of concerns about the CEO nominee.A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee.A vote FOR the election of NI-NED Andre Clark under Item 8 is warranted because the board meets the one third independence guideline applicable to Spain-incorporated companies with a majority shareholder.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Elect Director	Ratify Appointment of and Elect Francisco Belli Creixell as Director	For	For	For	A vote FOR Item 6 is warranted due to a lack of concerns about the CEO nominee.A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee.A vote FOR the election of NI-NED Andre Clark under Item 8 is warranted because the board meets the one third independence guideline applicable to Spain-incorporated companies with a majority shareholder.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Elect Director	Ratify Appointment of and Elect Andre Clark as Director	For	For	For	A vote FOR Item 6 is warranted due to a lack of concerns about the CEO nominee.A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee.A vote FOR the election of NI-NED Andre Clark under Item 8 is warranted because the board meets the one third independence guideline applicable to Spain-incorporated companies with a majority shareholder.
Siemens Gamesa Renewable Energy SA	SGRE	Spain	24/03/2022	Ratify Auditors	Renew Appointment of Ernst & Young as Auditor	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Sims Limited	SGM	Australia	10/11/2021	Elect Director	Elect Geoffrey N Brunson as Director	For	For	For	A qualified vote FOR the re-election of Chairman Geoffrey (Geoff) Brunson is warranted. Concerns are noted that he serves as a non-independent chairman of the board and as a member of the Audit Committee, which is not fully independent (being 67 percent independent) and the Nomination Committee which is not majority independent (being 33 percent independent). His independence classification is due to excessive tenure, however, the board will be undertaking refreshment in the future. A vote FOR the re-election of Georgia Nelson and the election of Victoria (Vicky) Binns is warranted. They are independent directors and no material concerns have been identified regarding board and committee composition resulting from their nomination.

Sims Limited	SGM	Australia	10/11/2021	Elect Director	Elect Georgia Nelson as Director	For	For	For	A qualified vote FOR the re-election of Chairman Geoffrey (Geoff) Brunsdon is warranted. Concerns are noted that he serves as a non-independent chairman of the board and as a member of the Audit Committee, which is not fully independent (being 67 percent independent) and the Nomination Committee which is not majority independent (being 33 percent independent). His independence classification is due to excessive tenure, however, the board will be undertaking refreshment in the future. A vote FOR the re-election of Georgia Nelson and the election of Victoria (Vicky) Binns is warranted. They are independent directors and no material concerns have been identified regarding board and committee composition resulting from their nomination.
Sims Limited	SGM	Australia	10/11/2021	Elect Director	Elect Victoria (Vicky) Binns as Director	For	For	For	A qualified vote FOR the re-election of Chairman Geoffrey (Geoff) Brunsdon is warranted. Concerns are noted that he serves as a non-independent chairman of the board and as a member of the Audit Committee, which is not fully independent (being 67 percent independent) and the Nomination Committee which is not majority independent (being 33 percent independent). His independence classification is due to excessive tenure, however, the board will be undertaking refreshment in the future. A vote FOR the re-election of Georgia Nelson and the election of Victoria (Vicky) Binns is warranted. They are independent directors and no material concerns have been identified regarding board and committee composition resulting from their nomination.
SMA Solar Technology AG	S92	Germany	31/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)				This is a non-voting item.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Omission of Dividends	For	For	For	A vote FOR this resolution is warranted.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Management Board Member Ulrich Hadding for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Approve Discharge of Management Board Member Juergen Reinert for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Roland Bent for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Romy Siegert for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Jan-Henrik Supady for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Matthias Victor for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Martin Breul for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Oliver Dietzel for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Johannes Haede for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Alexa Hergenroether for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Uwe Kleinkauf for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Ilonka Nussbaumer for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL	Approve Discharge of Supervisory Board Member Yvonne Siebert for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
SMA Solar Technology AG	S92	Germany	31/05/2022	Ratify Auditors	Ratify BDO AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
SMA Solar Technology AG	S92	Germany	31/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR the remuneration report is warranted because: * Disclosure practices deviate from common market practice and SRD II regarding the years assessed in the report (the company is reporting on 2020 performance instead of 2021 performance). * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration. The main reasons for support are: * The provided ex-post target disclosure for fiscal 2020 is broadly in line with market practice. * This is the first time the remuneration report has been put to a vote. * No significant concerns regarding realized payouts have been identified.

Smart Metering Systems Plc	SMS	United Kingdom	01/10/2021	Approve Capital Raising	Authorise Issue of Equity Pursuant to the Fundraising	For	For	For	A vote FOR this transaction is warranted, but it is not without concern for shareholders because: " The issuance of the shares pursuant to the Fundraising is dilutive to non-participating shareholders; and" The Issue Price represents a substantial discount to the market price pre-announcement.The main reason for support is:" There is sufficient business case for the proposal, noting that the proceeds from the Fundraising will be used to fund the delivery of the contracted smart meter order pipeline and the grid-scale battery storage pipeline.
Smart Metering Systems Plc	SMS	United Kingdom	01/10/2021	Approve Capital Raising	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Fundraising	For	For	For	A vote FOR this transaction is warranted, but it is not without concern for shareholders because: " The issuance of the shares pursuant to the Fundraising is dilutive to non-participating shareholders; and" The Issue Price represents a substantial discount to the market price pre-announcement.The main reason for support is:" There is sufficient business case for the proposal, noting that the proceeds from the Fundraising will be used to fund the delivery of the contracted smart meter order pipeline and the grid-scale battery storage pipeline.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Approve Restricted Stock Plan	Approve Long Term Incentive Plan	For	For	For	A vote FOR the proposed Long Term Incentive Plan is warranted because the structure of the plan meeting current good practice regarding the inclusion of performance targets that vest over a minimum three-year performance period, the absence of retesting, dilution limits and vesting for good leavers and a change-in-control or other corporate events.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Ratify Auditors	Reappoint Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Authorize Board to Fix Remuneration of External Auditors	Authorize Board to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	Item 14 A vote FOR this resolution is warranted, although it is not without concern for shareholders for the following reason: " The duration of the proposal is for longer than 18 months, contrary to recommended limits. The main reason for support is: " The Company has historically sought renewal of the authority each year. Item 15 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	Item 14 A vote FOR this resolution is warranted, although it is not without concern for shareholders for the following reason: " The duration of the proposal is for longer than 18 months, contrary to recommended limits. The main reason for support is: " The Company has historically sought renewal of the authority each year. Item 15 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Elect Director	Re-elect Miriam Greenwood as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Miriam Greenwood, Timothy (Tim) Mortlock, Graeme Bissett, Ruth Leak and James (Jamie) Richards is warranted for lack of diversity on the board. Votes FOR remaining nominee Gavin Urwin are warranted.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Elect Director	Re-elect Graeme Bissett as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Miriam Greenwood, Timothy (Tim) Mortlock, Graeme Bissett, Ruth Leak and James (Jamie) Richards is warranted for lack of diversity on the board. Votes FOR remaining nominee Gavin Urwin are warranted.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Elect Director	Re-elect Jamie Richards as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Miriam Greenwood, Timothy (Tim) Mortlock, Graeme Bissett, Ruth Leak and James (Jamie) Richards is warranted for lack of diversity on the board. Votes FOR remaining nominee Gavin Urwin are warranted.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Elect Director	Re-elect Ruth Leak as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Miriam Greenwood, Timothy (Tim) Mortlock, Graeme Bissett, Ruth Leak and James (Jamie) Richards is warranted for lack of diversity on the board. Votes FOR remaining nominee Gavin Urwin are warranted.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Elect Director	Re-elect Timothy Mortlock as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Miriam Greenwood, Timothy (Tim) Mortlock, Graeme Bissett, Ruth Leak and James (Jamie) Richards is warranted for lack of diversity on the board. Votes FOR remaining nominee Gavin Urwin are warranted.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Elect Director	Re-elect Gavin Urwin as Director	For	For	For	A vote AGAINST incumbent nomination committee members Miriam Greenwood, Timothy (Tim) Mortlock, Graeme Bissett, Ruth Leak and James (Jamie) Richards is warranted for lack of diversity on the board. Votes FOR remaining nominee Gavin Urwin are warranted.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST this resolution is warranted because: " Long-term incentive awards granted to Executive Directors during the year feature a vesting period of less than three years and allow for the retesting of performance criteria throughout the performance period. " A former Director received settlement pay upon departure, but the amount appears in excess of his payment in lieu of notice and no further details have been provided regarding this arrangement.
Smart Metering Systems Plc	SMS	United Kingdom	19/05/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	For	A vote FOR the remuneration policy is warranted as no major concerns have been highlighted.
SolarEdge Technologies, Inc.	SEDG	USA	20/06/2022	Elect Director	Elect Director Betsy Atkins	For	Against	Against	A vote AGAINST incumbent nominating committee member Betsy Atkins is warranted for lack of diversity on the board. A vote AGAINST Betsy Atkins is further warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Dirk Hoke joined the board in April 2022 and should not be held accountable for these issues at this time.
SolarEdge Technologies, Inc.	SEDG	USA	20/06/2022	Elect Director	Elect Director Dirk Carsten Hoke	For	For	For	A vote AGAINST incumbent nominating committee member Betsy Atkins is warranted for lack of diversity on the board. A vote AGAINST Betsy Atkins is further warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Dirk Hoke joined the board in April 2022 and should not be held accountable for these issues at this time.
SolarEdge Technologies, Inc.	SEDG	USA	20/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this proposal to ratify the auditor is warranted.
SolarEdge Technologies, Inc.	SEDG	USA	20/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Solaria Energia y Medio Ambiente SA	SLR	Spain	29/06/2022	Accept Consolidated Financial Statements and Statutory	Approve Consolidated and Standalone Financial Statements	For	For	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Solaria Energia y Medio Ambiente SA	SLR	Spain	29/06/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote on Remuneration Report	For	For	For	A vote FOR this item is warranted due to a lack of specific concerns about the company's pay practices.
Solaria Energia y Medio Ambiente SA	SLR	Spain	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income	For	For	For	A vote FOR this income allocation proposal is warranted due to a lack of concerns about the proposed income allocation.
Solaria Energia y Medio Ambiente SA	SLR	Spain	29/06/2022	Approve Discharge of Board and President	Approve Discharge of Board	For	For	For	A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Solaria Energia y Medio Ambiente SA	SLR	Spain	29/06/2022	Dismiss/Remove Director(s)/Auditor(s) (Non-contentious)	Dismiss Inversiones Miditel SL as Director	For	For	For	A vote FOR this item is warranted due to a lack of governance concerns about the proposal.
Solaria Energia y Medio Ambiente SA	SLR	Spain	29/06/2022	Elect Director	Elect Maria Dolores Larranaga Horna as Director	For	Against	Against	A vote AGAINST the election of NI-NED Maria Dolores Larrañaga Horna is warranted, as the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.
Solaria Energia y Medio Ambiente SA	SLR	Spain	29/06/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	For	A vote FOR this item due to a lack of specific concerns about the company's remuneration policy.

Solaria Energia y Medio Ambiente SA	SLR	Spain	29/06/2022	Approve Remuneration of Directors and/or Committee	Approve Remuneration of Directors	For	For	For	A vote FOR this resolution is warranted because the proposed remuneration for board-related duties is within market standards.
Solaria Energia y Medio Ambiente SA	SLR	Spain	29/06/2022	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 400 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	For	Against	Against	A vote AGAINST the contingent capital through convertible debt securities is warranted because the Potential dilution exceeds the 10-percent limit for non-preemptive issues.
Solaria Energia y Medio Ambiente SA	SLR	Spain	29/06/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	For	A vote FOR the share repurchase mandate is warranted as the volume and duration provisions are within recommended limits and there are no concerns over the company's use of past mandates.
Solaria Energia y Medio Ambiente SA	SLR	Spain	29/06/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.
Sonic Healthcare Limited	SHL	Australia	18/11/2021	Elect Director	Elect Kate Spargo as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Louis (Lou) Panaccio and Kathryn (Kate) Spargo are warranted for lack of diversity on the board.Concerns are also noted regarding the re-election of Louis Panaccio (Item 2) as he is reclassified as non-independent due to excessive tenure on a board that is majority independent and serves as a member of the Audit Committee.
Sonic Healthcare Limited	SHL	Australia	18/11/2021	Elect Director	Elect Lou Panaccio as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Louis (Lou) Panaccio and Kathryn (Kate) Spargo are warranted for lack of diversity on the board.Concerns are also noted regarding the re-election of Louis Panaccio (Item 2) as he is reclassified as non-independent due to excessive tenure on a board that is majority independent and serves as a member of the Audit Committee.
Southern Cross Media Group Limited	SXL	Australia	13/10/2021	Elect Director	Elect Glen Boreham as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Glen Boreham are warranted for lack of diversity on the board.Votes FOR Melanie Willis are warranted at this time.
Southern Cross Media Group Limited	SXL	Australia	13/10/2021	Elect Director	Elect Melanie Willis as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Glen Boreham are warranted for lack of diversity on the board.Votes FOR Melanie Willis are warranted at this time.
Southern Cross Media Group Limited	SXL	Australia	13/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this resolution is warranted. There is no material misalignment between pay and performance and shareholder outcomes for the period under review.* FY21 STIs are not excessive following the board's decision to reduce bonuses.* There was no LTI vesting occurred during FY21.* The FY21 LTI is subject to a TSR hurdle over a three-year performance period.Concerns are raised regarding the following issues:* The LTI allows vesting to start at above 0 percent TSR, as the only performance metric.* Fixed remuneration of the CEO is significant, but comparable with industry peers.
Southern Cross Media Group Limited	SXL	Australia	13/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Grant Blackley	For	For	For	A vote FOR this resolution is warranted. The terms of the grant are sufficiently aligned with shareholders' interests and expectations. Specifically:* The performance rights, representing a portion of the award under the combined incentive plan, will only be granted to the extent the applicable performance conditions are met for FY22.* From there, * one-half of the performance rights (essentially the deferred portion of a traditional STI award) are subject to continued employment until the end of FY24.* The remaining one-half of the performance rights are subject to EPS targets over three years (although disclosure of this target may raise questions from investors over sufficient rigor in the hurdle).
Spark New Zealand Ltd.	SPK	New Zealand	05/11/2021	Authorize Board to Fix Remuneration of External	Authorize Board to Fix Remuneration of the Auditors	For	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified in relation to the fees paid to the auditor.
Spark New Zealand Ltd.	SPK	New Zealand	05/11/2021	Elect Director	Elect Alison Barrass as Director	For	For	For	Item 2A qualified vote FOR the re-election of independent non-executive director Alison Barrass is warranted. The qualification is to highlight that she is the chairman of Spark's Human Resources and Compensation Committee (which is responsible for the company's remuneration matters) and concerns regarding remuneration disclosure practices have been identified.Item 3A vote FOR the re-election of non-independent non-executive director David Havercroft is warranted given that the board is majority independent and no corporate governance concerns have been identified in relation to his nomination.
Spark New Zealand Ltd.	SPK	New Zealand	05/11/2021	Elect Director	Elect David Havercroft as Director	For	For	For	Item 2A qualified vote FOR the re-election of independent non-executive director Alison Barrass is warranted. The qualification is to highlight that she is the chairman of Spark's Human Resources and Compensation Committee (which is responsible for the company's remuneration matters) and concerns regarding remuneration disclosure practices have been identified.Item 3A vote FOR the re-election of non-independent non-executive director David Havercroft is warranted given that the board is majority independent and no corporate governance concerns have been identified in relation to his nomination.
Splunk Inc.	SPLK	USA	16/06/2022	Elect Director	Elect Director Mark Carges	For	For	For	A vote AGAINST incumbent nominating committee member Elisa Steele is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Splunk Inc.	SPLK	USA	16/06/2022	Elect Director	Elect Director Kenneth Hao	For	For	For	A vote AGAINST incumbent nominating committee member Elisa Steele is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Splunk Inc.	SPLK	USA	16/06/2022	Elect Director	Elect Director Elisa Steele	For	Against	Against	A vote AGAINST incumbent nominating committee member Elisa Steele is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Splunk Inc.	SPLK	USA	16/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 11.33 percent of the fees paid to the auditor are for non-audit purposes.
Splunk Inc.	SPLK	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	Following last year's failed say-on-pay vote, the committee demonstrated adequate responsiveness to shareholder concerns. However, although disclosed changes to next year's compensation program eliminate metric overlap in the incentive programs, concerns remain regarding the vesting structure for PSUs. FY22 awards are earned over a single annual performance period with a third of awarded shares vesting immediately, and changes for next year's awards continue to allow for annual payouts of fully vested shares, undermining the long-term nature of the program. Further concerns are raised by the structure and magnitude of new hire cash and equity awards granted to two NEOs, rendering them the highest and third-most highly compensated executives in the company for FY22. These awards include significant make-whole awards, paid in cash and subject to only limited repayment requirements, in addition to relatively large equity awards. Investors may question the necessity of paying multiple executives at the level of a CEO. Accordingly, a vote AGAINST this proposal is warranted.
Splunk Inc.	SPLK	USA	16/06/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.
SS&C Technologies Holdings, Inc.	SSNC	USA	11/05/2022	Elect Director	Elect Director Smita Conjeevaram	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee member Michael (Mike) Daniels for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
SS&C Technologies Holdings, Inc.	SSNC	USA	11/05/2022	Elect Director	Elect Director Michael E. Daniels	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Michael (Mike) Daniels for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
SS&C Technologies Holdings, Inc.	SSNC	USA	11/05/2022	Elect Director	Elect Director William C. Stone	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee member Michael (Mike) Daniels for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
SS&C Technologies Holdings, Inc.	SSNC	USA	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. The company made a sizable cash payment to a former NEO upon his voluntary resignation, which is a problematic pay practice. Furthermore, the annual bonus payout value was relatively large and entirely discretionary, lacking any payout formula or targets. There are also concerns regarding a lack of forward-looking goal disclosure and the grant practice of targeting a number of shares instead of a grant value, which is not common market practice. Finally, a non-CEO NEO was compensated above the company's peer group median CEO value, which warrants continued monitoring.
SS&C Technologies Holdings, Inc.	SSNC	USA	11/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 2.55 percent of the fees paid to the auditor are for non-audit purposes.

State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Patrick de Saint-Aignan	For	For	For	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Marie A. Chandoha	For	For	For	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director DonnaLee DeMaio	For	For	For	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Amelia C. Fawcett	For	For	For	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director William C. Freda	For	For	For	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Sara Mathew	For	Against	Against	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director William L. Meaney	For	Against	Against	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Ronald P. O'Hanley	For	For	For	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Sean O'Sullivan	For	For	For	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Julio A. Portalatin	For	For	For	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director John B. Rhea	For	For	For	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Richard P. Sergel	For	Against	Against	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Elect Director	Elect Director Gregory L. Summe	For	Against	Against	A vote AGAINST incumbent nominating committee members S. Sara Mathew, William Meaney, Richard (Rick) Sergel and Gregory Summe is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
State Street Corporation	STT	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Annual incentive determinations are guided by a corporate performance assessment and individual performance modifier, but are ultimately determined discretionarily, which raises some concern. While this issue warrants continued monitoring, there are sufficient mitigating factors. Specifically, CEO pay and company performance are reasonably aligned for the year in review, and the increase in the CEO's incentive awards directionally aligns with generally improved company performance. Further, the CEO's incentives are delivered entirely in equity-based pay, and his long-term incentives are predominantly performance-conditioned with clearly disclosed multi-year goals. On balance of these factors, a vote FOR this proposal is warranted, with caution. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and outcomes.
State Street Corporation	STT	USA	18/05/2022	Miscellaneous Proposal -- Environmental & Social	Report on Asset Management Policies and Diversified Investors	Against	For	For	A vote FOR this proposal is warranted, as reporting on the external costs created by not accounting for environmental and social policy effects would allow shareholders to better assess the impact of the company's practices and management of related risks.
Stern, Inc.	STEM	USA	15/06/2022	Elect Director	Elect Director Laura D'Andrea Tyson	For	Withhold	Withhold	WITHHOLD votes are warranted for Laura D'Andrea Tyson and Jane Woodward 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. WITHHOLD votes are further warranted for compensation committee member Jane Woodward in light of a misalignment between CEO pay and company performance that is not sufficiently mitigated. WITHHOLD votes are warranted for incumbent nominating committee members Laura Tyson and Jane Woodward for lack of diversity on the board.
Stern, Inc.	STEM	USA	15/06/2022	Elect Director	Elect Director Jane Woodward	For	Withhold	Withhold	WITHHOLD votes are warranted for Laura D'Andrea Tyson and Jane Woodward 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. WITHHOLD votes are further warranted for compensation committee member Jane Woodward in light of a misalignment between CEO pay and company performance that is not sufficiently mitigated. WITHHOLD votes are warranted for incumbent nominating committee members Laura Tyson and Jane Woodward for lack of diversity on the board.
Stern, Inc.	STEM	USA	15/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Stern, Inc.	STEM	USA	15/06/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Stockland	SGP	Australia	19/10/2021	Elect Director	Elect Laurence Brindle as Director	For	For	For	A vote FOR the election of Laurence Brindle (Item 2) and Adam Tindall (Item 3), and the re-election of Melinda Conrad (Item 4) and Christine O'Reilly (Item 5) is warranted. They serve as independent non-executive directors and no material concerns have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Stockland	SGP	Australia	19/10/2021	Elect Director	Elect Adam Tindall as Director	For	For	For	A vote FOR the election of Laurence Brindle (Item 2) and Adam Tindall (Item 3), and the re-election of Melinda Conrad (Item 4) and Christine O'Reilly (Item 5) is warranted. They serve as independent non-executive directors and no material concerns have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Stockland	SGP	Australia	19/10/2021	Elect Director	Elect Melinda Conrad as Director	For	For	For	A vote FOR the election of Laurence Brindle (Item 2) and Adam Tindall (Item 3), and the re-election of Melinda Conrad (Item 4) and Christine O'Reilly (Item 5) is warranted. They serve as independent non-executive directors and no material concerns have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.
Stockland	SGP	Australia	19/10/2021	Elect Director	Elect Christine O'Reilly as Director	For	For	For	A vote FOR the election of Laurence Brindle (Item 2) and Adam Tindall (Item 3), and the re-election of Melinda Conrad (Item 4) and Christine O'Reilly (Item 5) is warranted. They serve as independent non-executive directors and no material concerns have been identified regarding these director nominees in respect of board and committee composition, nor any wider corporate governance issues.

Stockland	SGP	Australia	19/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR the remuneration report is warranted given that remuneration outcomes are sufficiently aligned with company performance for the year under review.The recommendation is qualified to highlight concerns for the following: " Relatively large fixed remuneration increases to certain executives;" Absence of disclosure of specific and quantified financial targets in the STI, representing inferior disclosure; and" The award of retention securities to two executives which are conditioned solely on continued employment, especially noting the appointment of an external candidate as the new CEO.
Stockland	SGP	Australia	19/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Tarun Gupta	For	For	For	A vote FOR this resolution is warranted because the grant of performance rights sufficiently aligns the bonus to the CEO with improved shareholder results and financial performance. There is a three-year performance period (which is at the minimum accepted in this market, although increasingly seen as short amongst larger ASX-listed entities), with 50% subject to an additional 12-month vesting condition based on continuous service.Concerns are noted that" there is a single relative TSR measure which is linked to shareholder outcomes; however, this is assessed against a narrow and curated peer group." the grant value of the LTI to the CEO is materially above industry and market cap peers.
Stockland	SGP	Australia	19/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Constitution of the Company	For	For	For	A vote FOR the resolution is warranted as the proposed amendments are not contentious and no material governance issues have been identified.
Stockland	SGP	Australia	19/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Constitution of the Trust	For	For	For	A vote FOR the resolution is warranted as the proposed amendments are not contentious and no material governance issues have been identified.
Stockland	SGP	Australia	19/10/2021	Renew Partial Takeover Provision	Approve Renewal of Proportional Takeover Provisions	For	For	For	A vote FOR this resolution is warranted on the basis that the passing of this resolution will ensure that shareholders will have an ability to vote to accept or reject a proportional takeover bid. This is superior to any potential disadvantages that may arise from such a constitutional inclusion.
Stryker Corporation	SYK	USA	04/05/2022	Elect Director	Elect Director Mary K. Brainerd	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Stryker Corporation	SYK	USA	04/05/2022	Elect Director	Elect Director Giovanni Caforio	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Stryker Corporation	SYK	USA	04/05/2022	Elect Director	Elect Director Srikant M. Datar	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Stryker Corporation	SYK	USA	04/05/2022	Elect Director	Elect Director Allan C. Golston	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Stryker Corporation	SYK	USA	04/05/2022	Elect Director	Elect Director Kevin A. Lobo	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Stryker Corporation	SYK	USA	04/05/2022	Elect Director	Elect Director Sherilyn S. McCoy	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Stryker Corporation	SYK	USA	04/05/2022	Elect Director	Elect Director Andrew K. Silvernail	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Stryker Corporation	SYK	USA	04/05/2022	Elect Director	Elect Director Lisa M. Skeete Tatum	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Stryker Corporation	SYK	USA	04/05/2022	Elect Director	Elect Director Ronda E. Stryker	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Stryker Corporation	SYK	USA	04/05/2022	Elect Director	Elect Director Rajeev Suri	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Stryker Corporation	SYK	USA	04/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	Against	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 28.49 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Stryker Corporation	SYK	USA	04/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial metrics and half of equity awards were subject to multi-year performance goals.
Stryker Corporation	SYK	USA	04/05/2022	Amend Proxy Access Right	Amend Proxy Access Right	Against	For	For	A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.
Suncorp Group Limited	SUN	Australia	23/09/2021	Elect Director	Elect Duncan West as Director	For	For	For	Votes AGAINST incumbent Nominating Committee members Sylvia Falzon, Christine McLoughlin, Douglas (Doug) McTaggart, and Lindsay Tanner are warranted for lack of diversity on the board.Votes FOR Duncan West are warranted.
Suncorp Group Limited	SUN	Australia	23/09/2021	Elect Director	Elect Sylvia Falzon as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Sylvia Falzon, Christine McLoughlin, Douglas (Doug) McTaggart, and Lindsay Tanner are warranted for lack of diversity on the board.Votes FOR Duncan West are warranted.
Suncorp Group Limited	SUN	Australia	23/09/2021	Elect Director	Elect Christine McLoughlin as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Sylvia Falzon, Christine McLoughlin, Douglas (Doug) McTaggart, and Lindsay Tanner are warranted for lack of diversity on the board.Votes FOR Duncan West are warranted.
Suncorp Group Limited	SUN	Australia	23/09/2021	Elect Director	Elect Douglas McTaggart as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Sylvia Falzon, Christine McLoughlin, Douglas (Doug) McTaggart, and Lindsay Tanner are warranted for lack of diversity on the board.Votes FOR Duncan West are warranted.
Suncorp Group Limited	SUN	Australia	23/09/2021	Elect Director	Elect Lindsay Tanner as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Sylvia Falzon, Christine McLoughlin, Douglas (Doug) McTaggart, and Lindsay Tanner are warranted for lack of diversity on the board.Votes FOR Duncan West are warranted.
Sunnova Energy International Inc.	NOVA	USA	18/05/2022	Elect Director	Elect Director Anne Slaughter Andrew	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Anne Andrew for lack of diversity on the board. WITHHOLD votes are warranted for incumbent director nominees Anne Andrew and Akbar Mohamed given the board's failure to remove, or subject to a sunset requirement, the supermajority and pop-up supermajority vote requirements to enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights. A vote FOR director nominee Mary Yang is warranted.
Sunnova Energy International Inc.	NOVA	USA	18/05/2022	Elect Director	Elect Director Akbar Mohamed	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Anne Andrew for lack of diversity on the board. WITHHOLD votes are warranted for incumbent director nominees Anne Andrew and Akbar Mohamed given the board's failure to remove, or subject to a sunset requirement, the supermajority and pop-up supermajority vote requirements to enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights. A vote FOR director nominee Mary Yang is warranted.
Sunnova Energy International Inc.	NOVA	USA	18/05/2022	Elect Director	Elect Director Mary Yang	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee member Anne Andrew for lack of diversity on the board. WITHHOLD votes are warranted for incumbent director nominees Anne Andrew and Akbar Mohamed given the board's failure to remove, or subject to a sunset requirement, the supermajority and pop-up supermajority vote requirements to enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights. A vote FOR director nominee Mary Yang is warranted.
Sunnova Energy International Inc.	NOVA	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following reasons: " The provision for automatic accelerated vesting of equity awards upon a change in control; and " A lack of all the following risk-mitigating features: clawback policy, stock ownership guidelines, and stock holding requirements.
Sunnova Energy International Inc.	NOVA	USA	18/05/2022	Approve Qualified Employee Stock Purchase Plan	Approve Qualified Employee Stock Purchase Plan	For	For	For	A vote FOR this proposal is warranted given that: " The purchase price is reasonable; " The shares reserved is relatively conservative; and " The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Sunnova Energy International Inc.	NOVA	USA	18/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.

SunPower Corporation	SPWR	USA	12/05/2022	Elect Director	Elect Director Catherine Lesjak	For	Withhold	Withhold	WITHHOLD votes for all director nominees are warranted because a majority of the board is not independent. WITHHOLD votes are further warranted for incumbent nominee Catherine (Cathie) Lesjak for lack of diversity on the board. WITHHOLD votes are additionally warranted for non-independent director nominee Vincent Stoquart for serving as a non-independent member of a key board committee.
SunPower Corporation	SPWR	USA	12/05/2022	Elect Director	Elect Director Vincent Stoquart	For	Withhold	Withhold	WITHHOLD votes for all director nominees are warranted because a majority of the board is not independent. WITHHOLD votes are further warranted for incumbent nominee Catherine (Cathie) Lesjak for lack of diversity on the board. WITHHOLD votes are additionally warranted for non-independent director nominee Vincent Stoquart for serving as a non-independent member of a key board committee.
SunPower Corporation	SPWR	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following concerns: * A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and * Excessive differentials between CEO pay and the pay of other named executive officers at the firm.
SunPower Corporation	SPWR	USA	12/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 19.97 percent of the fees paid to the auditor are for non-audit purposes.
SunRun Inc.	RUN	USA	02/06/2022	Elect Director	Elect Director Lynn Jurich	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Lynn Jurich and Alan Ferber given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new nominee Manjula Talreja is warranted.
SunRun Inc.	RUN	USA	02/06/2022	Elect Director	Elect Director Alan Ferber	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Lynn Jurich and Alan Ferber given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new nominee Manjula Talreja is warranted.
SunRun Inc.	RUN	USA	02/06/2022	Elect Director	Elect Director Manjula Talreja	For	For	For	WITHHOLD votes are warranted for incumbent director nominees Lynn Jurich and Alan Ferber given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new nominee Manjula Talreja is warranted.
SunRun Inc.	RUN	USA	02/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 1.11 percent of the fees paid to the auditor are for non-audit purposes.
SunRun Inc.	RUN	USA	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. Although the new CEO received a significant amount of equity awards and bonuses in the past fiscal year, it included several sign-on awards that are not expected to be recurring. Furthermore, pay and performance appear reasonably aligned at this time.
SunRun Inc.	RUN	USA	02/06/2022	Labor Issues - Discrimination and Miscellaneous	Report on Risks Associated with Use of Concealment Clauses	For	For	For	A vote FOR this proposal is warranted. The board supports the proposal and states that its practice is consistent with the spirit of this proposal.
Superloop Limited	SLC	Australia	28/10/2021	Elect Director	Elect Tony Clark as Director	For	Against	Against	A vote AGAINST the reelection of Richard Anthony (Tony) Clark is warranted because his presence contributes to the board being not majority independent (i.e., only 20 percent independent).A vote AGAINST incumbent Nominating Committee member Richard Anthony (Tony) Clark is warranted for lack of diversity on the board.
Superloop Limited	SLC	Australia	28/10/2021	Approve Pledging of Assets for Debt	Approve Financial Assistance in Relation to the Acquisition	For	For	For	A vote FOR this resolution is warranted.
Superloop Limited	SLC	Australia	28/10/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Placement Shares to Sophisticated and Professional Investors	For	For	For	A qualified vote FOR this resolution is warranted because:* Proceeds from the capital raising ensured that the company was able principally to fund the cash consideration payable for its acquisition of Exetel, which has the potential to create further shareholder value.* The company extended an entitlement offer, which provided shareholders the opportunity to participate in the capital raising. This somehow mitigated the dilutive impact of the institutional placement to existing shareholders' interests in the company.* The discount of the issue price of Placement shares is deemed reasonable to the pre-announcement share price of Superloop.Qualified support is based on the substantial dilutive impact of the Placement (i.e., 14.40 percent as at June 17, 2021).
Superloop Limited	SLC	Australia	28/10/2021	Approve Acquisition OR Issue Shares in Connection with Acquisition	Ratify Past Issuance of Exetel Consideration Shares to Exetel Vendors	For	For	For	A vote FOR this resolution is warranted. The issuance of securities to a vendor as part consideration for an acquisition retains some alignment of the vendor with the business and shareholders.
Superloop Limited	SLC	Australia	28/10/2021	Approve Restricted Stock Plan	Approve Performance Rights Plan	For	For	For	A vote FOR this resolution is warranted.
Superloop Limited	SLC	Australia	28/10/2021	Approve Executive Share Option Plan	Approve Executive Option Plan	For	For	For	A qualified vote FOR this resolution is warranted given that the Executive Option Plan establishes the broader framework for equity-incentives to a wider range of the company's employees.However, governance concern exists for the fact that non-executive directors may participate in the plan. This aspect is inconsistent with shareholder expectations in this market that NEDs do not receive incentive-based pay. Nevertheless, it is noted that any grant to a NED would require shareholder approval.
Superloop Limited	SLC	Australia	28/10/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	Against	Against	A vote AGAINST this resolution is warranted.The proposed constitutional amendments include wording that could permit general meetings to be held by virtual-only means.While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic; however, this has been addressed by the temporary relief announced by the Australian Government on Aug. 10, 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and executive documents until March 31, 2022 [refer LINK]. Accordingly, there appears no benefit to shareholders from approving this provision at present.Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not impact negatively on shareholder rights and would represent the preferences of shareholders.
Suzano SA	SUZB3	Brazil	25/10/2021	Approve Treatment of Net Loss	Approve Treatment of Net Loss	For	For	For	A vote FOR this item is warranted because:* It represents a standard accounting transfer to offset the company's net losses; and* The company has presented a sound rationale for the request.
Suzano SA	SUZB3	Brazil	25/04/2022	Approve Director/Officer Liability and Indemnification	Approve the Model of Indemnification Agreement to Be Signed between the Company and Certain Beneficiaries	For	For	For	The company has provided above-market practice disclosure, seeking shareholder approval of y the overall terms of such indemnity coverage while also disclosing the template of such contracts for shareholder approval. In addition, detailed information has been provided on the mechanisms to manage potential conflict of interests and maintain independence in the decision-making process. The proposed indemnity, however, appears to allow for the coverage of company's administrators in the event of plea deal and/or settlement agreements, and the company has not disclosed information regarding the expected financial impact of such coverage. However, as mitigating factors, the company disclosed that: * indemnity payments will not cover acts carried out as a grave fault, fraud, or under ill intent, that violate the limits of the law, the company's bylaws and other internal procedures, and acts carried out in self- or third-party interests and in detriment of the company's social interest, which appears to prevent payment in the event of corruption practices, for example; and * the company may decide, at its own discretion, to request additional shareholder approval if (a) more than half of its administrators were to be direct beneficiaries of the indemnification payments; (b) the company's financial exposure is considered significant, based on the amounts involved; and (c) any other case in which the company considers pertinent. In light of the abovementioned mitigating factors, cautionary support FOR this proposal is recommended.
Suzano SA	SUZB3	Brazil	25/04/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	A vote FOR this routine formality is warranted.
Suzano SA	SUZB3	Brazil	25/04/2022	Accept Financial Statements and Statutory Reports	Accept Management Statements for Fiscal Year Ended Dec. 31, 2021	For	For	For	A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.



Suzano SA	SUZB3	Brazil	25/04/2022	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	None	Abstain	Abstain	An ABSTAIN vote for this item is warranted because: * By the time this analysis was concluded, the company had not disclosed an ordinary minority shareholder nominee; and * Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Board Chairman/Vice-Chairman	Elect David Feffer as Board Chairman	For	For	For	A vote FOR these items is warranted because: * The company has published the candidates' biographical information; * There are no known concerns regarding the proposed nominees; * The proposed board includes a reasonable number of independent directors; and * There are no known concerns regarding the proposed board chair and vice-chair nominees.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Board Chairman/Vice-Chairman	Elect Daniel Feffer as Board Vice-Chairman	For	For	For	A vote FOR these items is warranted because: * The company has published the candidates' biographical information; * There are no known concerns regarding the proposed nominees; * The proposed board includes a reasonable number of independent directors; and * There are no known concerns regarding the proposed board chair and vice-chair nominees.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Board Chairman/Vice-Chairman	Elect Nildemar Secches as Board Vice-Chairman	For	For	For	A vote FOR these items is warranted because: * The company has published the candidates' biographical information; * There are no known concerns regarding the proposed nominees; * The proposed board includes a reasonable number of independent directors; and * There are no known concerns regarding the proposed board chair and vice-chair nominees.
Suzano SA	SUZB3	Brazil	25/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Company's Management and Fiscal Council	For	For	For	A vote FOR this item is warranted because the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator, including the total compensation of its highest-paid executive.
Suzano SA	SUZB3	Brazil	25/04/2022	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	None	For	For	A vote FOR this item is warranted because: * The installation of a fiscal council could potentially improve the company's governance and bring greater corporate oversight; and * The company has disclosed fiscal council nominees.
Suzano SA	SUZB3	Brazil	25/04/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors	Elect Fiscal Council Members	For	For	For	A vote FOR this item is warranted because: * The company has provided the detailed biographical information of the nominees; and * There are no known problems regarding the board or fiscal council.
Suzano SA	SUZB3	Brazil	25/04/2022	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	None	Against	Against	A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.
Suzano SA	SUZB3	Brazil	25/04/2022	As an Ordinary Shareholder, Would You Like to Request a Separate Minority Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	As an Ordinary Shareholder, Would You Like to Request a Separate Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	None	Abstain	Abstain	An ABSTAIN vote for this item is warranted because: * By the time this analysis was concluded, the company had not disclosed a fiscal council candidate nominated by ordinary minority shareholders; and * Lack of timely disclosure prevents international institutional shareholders voting by proxy from making informed decisions.
Suzano SA	SUZB3	Brazil	25/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2021	For	For	For	A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Suzano SA	SUZB3	Brazil	25/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends	For	For	For	A vote FOR this item is warranted because the company has reported net losses in recent years.
Suzano SA	SUZB3	Brazil	25/04/2022	Fix Number of Directors and/or Auditors	Fix Number of Directors at Nine	For	For	For	A vote FOR this administrative request is warranted.
Suzano SA	SUZB3	Brazil	25/04/2022	Adopt Cumulative Voting for the Election of the Members of the Board of Directors at this Meeting	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	None	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Directors (Bundled)	Elect Directors	For	For	For	A vote FOR these items is warranted because: * The company has published the candidates' biographical information; * There are no known concerns regarding the proposed nominees; * The proposed board includes a reasonable number of independent directors; and * There are no known concerns regarding the proposed board chair and vice-chair nominees.
Suzano SA	SUZB3	Brazil	25/04/2022	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	None	Against	Against	A vote AGAINST this request is warranted because potential changes in the board slate composition can impact the board's independence level in a way that cannot be anticipated by shareholders at this time. As such, due to the lack of timely disclosure, international institutional investors are prevented from making an informed voting decision.
Suzano SA	SUZB3	Brazil	25/04/2022	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes to All Nominees in the Slate? OR In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes for	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect David Feffer as Director	None	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Daniel Feffer as Director	None	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Nildemar Secches as Director	None	Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

Suzano SA	SUZB3	Brazil	25/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Ana Paula Pessoa as Independent Director		Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Maria Priscila Rodini Vansetti Machado as Independent Director		Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Rodrigo Calvo Galindo as Independent Director		Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Paulo Rogério Caffarelli as Independent Director		Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Paulo Sergio Kakinoff as Independent Director		Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Suzano SA	SUZB3	Brazil	25/04/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Percentage of Votes to Be Assigned - None Elect Gabriela Feffer Moll as Director		Abstain	Abstain	Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, and 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.
Suzano SA	SUZB3	Brazil	08/06/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Approve Acquisition of Vitex SP Participacoes SA, Vitex BA Participacoes SA, Vitex ES Participacoes SA, Vitex MS Participacoes SA, Parkia SP Participacoes SA, Parkia BA Participacoes SA, Parkia ES Participacoes SA and Parkia MS Participacoes SA	For	For	For	A vote FOR these items is warranted because: * The company has provided a reasonable rationale for the transaction; * There is no risk of dilution to current shareholders given the all-cash consideration; and * There are no known concerns regarding the terms of the transaction, which represents approximately 4.9 percent of the company's total capitalization.
Suzano SA	SUZB3	Brazil	08/06/2022	Appoint Appraiser/Special Auditor/Liquidator	Ratify Apsis Consultoria e Avaliacaoes For Ltda as Independent Firm to Appraise Proposed Transactions	For	For	For	A vote FOR these items is warranted because: * The company has provided a reasonable rationale for the transaction; * There is no risk of dilution to current shareholders given the all-cash consideration; and * There are no known concerns regarding the terms of the transaction, which represents approximately 4.9 percent of the company's total capitalization.
Suzano SA	SUZB3	Brazil	08/06/2022	Appoint Appraiser/Special Auditor/Liquidator	Approve Independent Firm's Appraisals	For	For	For	A vote FOR these items is warranted because: * The company has provided a reasonable rationale for the transaction; * There is no risk of dilution to current shareholders given the all-cash consideration; and * There are no known concerns regarding the terms of the transaction, which represents approximately 4.9 percent of the company's total capitalization.
Suzano SA	SUZB3	Brazil	08/06/2022	Authorize Board to Ratify and Execute Approved Resolutions	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	A vote FOR this routine formality is warranted.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	Although there are some ongoing concerns regarding the degree of qualitative review in the determination of variable outcomes, a vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 25.00 per Share	For	For	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Approve Discharge of Management Board	Approve Discharge of Board of Directors	For	For	For	A qualified vote FOR the formal discharge of the board of directors is warranted. This item is not without concern given that the company entered into a deferred prosecution agreement with US authorities concerning past practices between 2005 to 2014. However, we recognise that these practices occurred in a significantly earlier time period and that a range of remedial measures were undertaken to curtail this activity, which appears restricted to certain business unit personnel within a limited time period.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Fixed Remuneration of Directors in the Amount of CHF 3.2 Million	For	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For	For	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	For	For	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Reelect Rolf Doerig as Director and Board Chair	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Reelect Franziska Sauber as Director	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Reelect Klaus Tschuetscher as Director	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.

Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Elect Monika Buetler as Director	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Member of Remuneration Committee	Reappoint Martin Schmid as Member of the Compensation Committee	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Member of Remuneration Committee	Reappoint Franziska Sauber as Member of the Compensation Committee	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Member of Remuneration Committee	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	For	Against	Against	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Reelect Thomas Buess as Director	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Reelect Adrienne Fumagalli as Director	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Reelect Ueli Dietiker as Director	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Reelect Damir Filipovic as Director	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Reelect Frank Keuper as Director	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Reelect Stefan Loacker as Director	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Reelect Henry Peter as Director	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Elect Director	Reelect Martin Schmid as Director	For	For	For	Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Designate X as Independent Proxy	Designate Andreas Zuercher as Independent Proxy	For	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers AG as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Approve Reduction in Share Capital	Approve CHF 70,268 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	For	A vote FOR the proposed share capital reduction is warranted.
Swiss Life Holding AG	SLHN	Switzerland	22/04/2022	Other Business	Transact Other Business (Voting)	For	Against	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Swiss Re AG	SREN	Switzerland	13/04/2022	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are broadly in line with market practice and pay and performance appear reasonably aligned.
Swiss Re AG	SREN	Switzerland	13/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Swiss Re AG	SREN	Switzerland	13/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 5.90 per Share	For	For	For	A vote FOR the allocation of income resolution is warranted.
Swiss Re AG	SREN	Switzerland	13/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 16 Million	For	For	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Approve Discharge of Management Board	Approve Discharge of Board of Directors	For	For	For	A vote FOR the formal discharge of the board of directors is warranted, as there is no evidence that the board have not fulfilled their fiduciary duties.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Sergio Ermotti as Director and Board Chair	For	Against	Against	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Renato Fassbind as Director	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Karen Gavan as Director	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.

Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Joachim Oechslin as Director	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Deanna Ong as Director	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Jay Ralph as Director	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Joerg Reinhardt as Director	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Philip Ryan as Director	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Paul Tucker as Director	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Jacques de Vauleroy as Director	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Susan Wagner as Director	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Director	Reelect Larry Zimbleman as Director	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Member of Remuneration Committee	Reappoint Renato Fassbind as Member of the Compensation Committee	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Member of Remuneration Committee	Reappoint Karen Gavan as Member of the Compensation Committee	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Member of Remuneration Committee	Reappoint Joerg Reinhardt as Member of the Compensation Committee	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Member of Remuneration Committee	Reappoint Jacques de Vauleroy as Member of the Compensation Committee	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Elect Member of Remuneration Committee	Appoint Deanna Ong as Member of the Compensation Committee	For	For	For	A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Designate X as Independent Proxy	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Ratify Auditors	Ratify KPMG as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Swiss Re AG	SREN	Switzerland	13/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 9.9 Million	For	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Swiss Re AG	SREN	Switzerland	13/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 36.5 Million	For	For	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Swiss Re AG	SREN	Switzerland	13/04/2022	Amend Articles Board-Related	Amend Articles Re: Board of Directors Tenure	For	For	For	Votes FOR these proposals are warranted because the amendments are non-contentious.
Swiss Re AG	SREN	Switzerland	13/04/2022	Amend Articles/Bylaws/Charter --	Amend Articles Re: Delegation to Grant Signature Power	For	For	For	Votes FOR these proposals are warranted because the amendments are non-contentious.
Swiss Re AG	SREN	Switzerland	13/04/2022	Other Business	Transact Other Business (Voting)	For	Against	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Swisscom AG	SCMN	Switzerland	30/03/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 22 per Share	For	For	For	A vote FOR the allocation of income resolution is warranted due to the payout ratio, which exceeds 30 percent.
Swisscom AG	SCMN	Switzerland	30/03/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Director	Reelect Roland Abt as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Director	Reelect Alain Carrupt as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Director	Reelect Gus Dekkers as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Director	Reelect Frank Esser as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Director	Reelect Barbara Frei as Director	For	For	For	Votes FOR the proposed nominees are warranted.

Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Director	Reelect Sandra Lathion-Zweifel as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Director	Reelect Anna Mossberg as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Director	Reelect Michael Rechsteiner as Director	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Board Chairman/Vice-Chairman	Reelect Michael Rechsteiner as Board Chairman	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Member of Remuneration Committee	Reappoint Roland Abt as Member of the Compensation Committee	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Member of Remuneration Committee	Reappoint Frank Esser as Member of the Compensation Committee	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Member of Remuneration Committee	Reappoint Barbara Frei as Member of the Compensation Committee	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Member of Remuneration Committee	Reappoint Michael Rechsteiner as Member of the Compensation Committee	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Elect Member of Remuneration Committee	Reappoint Renzo Simoni as Member of the Compensation Committee	For	For	For	Votes FOR the proposed nominees are warranted.
Swisscom AG	SCMN	Switzerland	30/03/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	For	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Swisscom AG	SCMN	Switzerland	30/03/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Committee in the Amount of CHF 8.7 Million	For	For	For	A vote FOR this resolution is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Swisscom AG	SCMN	Switzerland	30/03/2022	Designate X as Independent Proxy	Designate Reber Rechtsanwaelte as Independent Proxy	For	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Swisscom AG	SCMN	Switzerland	30/03/2022	Ratify Auditors	Ratify PricewaterhouseCoopers AG as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Swisscom AG	SCMN	Switzerland	30/03/2022	Other Business	Transact Other Business (Voting)	For	Against	Against	A vote AGAINST is warranted because:" This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and" The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Margaret M. Keane	For	For	For	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Fernando Aguirre	For	Against	Against	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Paget L. Alves	For	For	For	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Kamila Chytil	For	For	For	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Arthur W. Coviello, Jr.	For	For	For	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Brian D. Doubles	For	For	For	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director William W. Graylin	For	For	For	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Roy A. Guthrie	For	For	For	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Jeffrey G. Naylor	For	For	For	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director P.W 'Bill' Parker	For	Against	Against	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Laurel J. Richie	For	Against	Against	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Elect Director	Elect Director Ellen M. Zane	For	For	For	A vote AGAINST incumbent nominating committee members Fernando Aguirre, P.W. (Bill) Parker and Laurel Richie is warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.
Synchrony Financial	SYF	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives were primarily based on objective financial metrics and a majority of equity awards were performance-based, with a multi-year measurement period.
Synchrony Financial	SYF	USA	19/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Sysco Corporation	SYI	USA	19/11/2021	Elect Director	Elect Director Daniel J. Brutto	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Edward Shirley, Daniel Brutto, John Cassaday, Larry Glasscock and Sheila Talton are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted at this time.
Sysco Corporation	SYI	USA	19/11/2021	Elect Director	Elect Director John M. Cassaday	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Edward Shirley, Daniel Brutto, John Cassaday, Larry Glasscock and Sheila Talton are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted at this time.
Sysco Corporation	SYI	USA	19/11/2021	Elect Director	Elect Director Larry C. Glasscock	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Edward Shirley, Daniel Brutto, John Cassaday, Larry Glasscock and Sheila Talton are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted at this time.
Sysco Corporation	SYI	USA	19/11/2021	Elect Director	Elect Director Bradley M. Halverson	For	For	For	Votes AGAINST incumbent Nominating Committee members Edward Shirley, Daniel Brutto, John Cassaday, Larry Glasscock and Sheila Talton are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted at this time.
Sysco Corporation	SYI	USA	19/11/2021	Elect Director	Elect Director John M. Hinshaw	For	For	For	Votes AGAINST incumbent Nominating Committee members Edward Shirley, Daniel Brutto, John Cassaday, Larry Glasscock and Sheila Talton are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted at this time.
Sysco Corporation	SYI	USA	19/11/2021	Elect Director	Elect Director Kevin P. Hourican	For	For	For	Votes AGAINST incumbent Nominating Committee members Edward Shirley, Daniel Brutto, John Cassaday, Larry Glasscock and Sheila Talton are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted at this time.
Sysco Corporation	SYI	USA	19/11/2021	Elect Director	Elect Director Hans-Joachim Koerber	For	For	For	Votes AGAINST incumbent Nominating Committee members Edward Shirley, Daniel Brutto, John Cassaday, Larry Glasscock and Sheila Talton are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted at this time.

Sysco Corporation	SY Y	USA	19/11/2021	Elect Director	Elect Director Stephanie A. Lundquist	For	For	For	Votes AGAINST incumbent Nominating Committee members Edward Shirley, Daniel Brutto, John Cassaday, Larry Glasscock and Sheila Talton are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted at this time.
Sysco Corporation	SY Y	USA	19/11/2021	Elect Director	Elect Director Edward D. Shirley	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Edward Shirley, Daniel Brutto, John Cassaday, Larry Glasscock and Sheila Talton are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted at this time.
Sysco Corporation	SY Y	USA	19/11/2021	Elect Director	Elect Director Sheila G. Talton	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Edward Shirley, Daniel Brutto, John Cassaday, Larry Glasscock and Sheila Talton are warranted for lack of diversity on the board.Votes FOR the remaining nominees are warranted at this time.
Sysco Corporation	SY Y	USA	19/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST the proposal is warranted. The CEO received additional PSUs in 2021 with a two-year performance period, in place of his cancelled 2020 PSUs, underscoring a misalignment between CEO pay and company performance. In addition, performance periods were shortened for both the annual and long-term incentive awards, and annual incentive awards were earned above-target based largely on achievements for the subjective strategic bonus objectives component. Disclosure of actual performance results for this component of the incentive program and of forward-looking PSU goals is poor.
Sysco Corporation	SY Y	USA	19/11/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 3.64 percent of the fees paid to the auditor are for non-audit purposes.
Sysco Corporation	SY Y	USA	19/11/2021	GHG Emissions	Report on GHG Emissions Reduction Targets	None	For	For	A vote FOR this proposal is warranted because the requested report and targets will allow investors to better assess how the company is managing climate-related risks. The company does not oppose this proposal and states that it intends to develop rigorous targets in the near term.
Symex Corp.	6869	Japan	24/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 39	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns with the level of the proposed dividend.
Symex Corp.	6869	Japan	24/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: " There are no particular concerns resulting from the change to the articles.
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Ietsugu, Hisashi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Asano, Kaoru	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Tachibana, Kenji	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Matsui, Iwane	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Kanda, Hiroshi	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Yoshida, Tomokazu	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Takahashi, Masayo	For	For	For	A vote FOR this nominee is warranted because: " The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Ota, Kazuo	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director Fukumoto, Hidekazu	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Aramaki, Tomo	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Hashimoto, Kazumasa	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
Symex Corp.	6869	Japan	24/06/2022	Elect Director	Elect Director and Audit Committee Member Iwasa, Michihide	For	For	For	A vote FOR this nominee is warranted because: " There are no particular concerns about the nominee.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Glenn R. August	For	For	For	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Mark S. Bartlett	For	For	For	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Mary K. Bush	For	Against	Against	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Dina Dublon	For	For	For	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Freeman A. Hrabowski, III	For	Against	Against	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Robert F. MacLellan	For	For	For	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Eileen P. Rominger	For	For	For	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Robert W. Sharps	For	For	For	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Robert J. Stevens	For	Against	Against	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director William J. Stromberg	For	For	For	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Richard R. Verma	For	For	For	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Sandra S. Wijnberg	For	For	For	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Elect Director	Elect Director Alan D. Wilson	For	Against	Against	A vote AGAINST incumbent nominating committee members Alan Wilson, Mary Bush, Freeman Hrabowski III and Robert (Bob) Stevens is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.

T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Annual incentives, which represent the largest component of compensation, are guided by a wide-ranging performance assessment but are ultimately determined discretionarily, with limited disclosure of the key determinants of bonus levels. While this issue warrants continued monitoring, CEO pay and company performance are reasonably aligned for the year in review, as the increase in incentive awards directionally aligns with financial and stock price performance. A vote FOR this proposal is therefore warranted. However, a quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and disclosure practices.
T. Rowe Price Group, Inc.	TROW	USA	10/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 4.07 percent of the fees paid to the auditor are for non-audit purposes.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	For	A vote FOR this proposal is warranted because: * The company's reserves are adequate to cover the dividend.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Christophe Weber	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director John Maraganore	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Michel Orsinger	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Iwasaki, Masato	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Andrew Plump	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Constantine Saroukos	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Olivier Bohuon	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Jean-Luc Butel	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Ian Clark	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Steven Gillis	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director Iijima, Masami	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Hatsukawa, Koji	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Higashi, Emiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Fujimori, Yoshiaki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Elect Director	Elect Director and Audit Committee Member Kimberly Reed	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Takeda Pharmaceutical Co., Ltd.	4502	Japan	29/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	For	A vote FOR the proposal is warranted because: * The company has a compensation committee composed entirely of independent directors. * The company discloses far more detail about how the program operates and about actual levels of achievement of the various performance metrics than is typically seen at a Japanese company.
Take-Two Interactive Software, Inc.	TTWO	USA	14/09/2021	Elect Director	Elect Director Strauss Zelnick	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Take-Two Interactive Software, Inc.	TTWO	USA	14/09/2021	Elect Director	Elect Director Michael Dornemann	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Take-Two Interactive Software, Inc.	TTWO	USA	14/09/2021	Elect Director	Elect Director J Moses	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Take-Two Interactive Software, Inc.	TTWO	USA	14/09/2021	Elect Director	Elect Director Michael Sheresky	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Take-Two Interactive Software, Inc.	TTWO	USA	14/09/2021	Elect Director	Elect Director LaVerne Srinivasan	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Take-Two Interactive Software, Inc.	TTWO	USA	14/09/2021	Elect Director	Elect Director Susan Tolson	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Take-Two Interactive Software, Inc.	TTWO	USA	14/09/2021	Elect Director	Elect Director Paul Viera	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Take-Two Interactive Software, Inc.	TTWO	USA	14/09/2021	Elect Director	Elect Director Roland Hernandez	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Take-Two Interactive Software, Inc.	TTWO	USA	14/09/2021	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Take-Two Interactive Software, Inc.	TTWO	USA	14/09/2021	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	Against	Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.22 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Tattooed Chef, Inc.	TTCF	USA	02/06/2022	Elect Director	Elect Director Jennifer Fellner	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Edward (Ed) Gelfand and Daniel Williamson for lack of diversity on the board. WITHHOLD votes are warranted for incumbent director nominees Jennifer (Jen) Fellner, Edward (Ed) Gelfand, and Daniel Williamson for 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.
Tattooed Chef, Inc.	TTCF	USA	02/06/2022	Elect Director	Elect Director Edward Gelfand	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Edward (Ed) Gelfand and Daniel Williamson for lack of diversity on the board. WITHHOLD votes are warranted for incumbent director nominees Jennifer (Jen) Fellner, Edward (Ed) Gelfand, and Daniel Williamson for 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.
Tattooed Chef, Inc.	TTCF	USA	02/06/2022	Elect Director	Elect Director Daniel Williamson	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Edward (Ed) Gelfand and Daniel Williamson for lack of diversity on the board. WITHHOLD votes are warranted for incumbent director nominees Jennifer (Jen) Fellner, Edward (Ed) Gelfand, and Daniel Williamson for 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.
Tattooed Chef, Inc.	TTCF	USA	02/06/2022	Ratify Auditors	Ratify Deloitte & Touche, LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.

Tattooed Chef, Inc.	TTCF	USA	02/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Tattooed Chef, Inc.	TTCF	USA	02/06/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	Three Years	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Technology One Limited	TNE	Australia	23/02/2022	Elect Director	Elect Pat O'Sullivan as Director	For	For	For	Votes AGAINST incumbent Nomination Committee members Richard (Rick) Anstey and Sharon Doyle are warranted for lack of diversity on the board.Concerns are further raised for Anstey's re-election because:" he is a non-independent director due to excessive board tenure of 16 years, and" although the board is majority independent, his presence contributes to a lower level of board independence of 56 percentA vote FOR the election of Pat O'Sullivan is warranted.
Technology One Limited	TNE	Australia	23/02/2022	Elect Director	Elect Richard Anstey as Director	For	Against	Against	Votes AGAINST incumbent Nomination Committee members Richard (Rick) Anstey and Sharon Doyle are warranted for lack of diversity on the board.Concerns are further raised for Anstey's re-election because:" he is a non-independent director due to excessive board tenure of 16 years, and" although the board is majority independent, his presence contributes to a lower level of board independence of 56 percentA vote FOR the election of Pat O'Sullivan is warranted.
Technology One Limited	TNE	Australia	23/02/2022	Elect Director	Elect Sharon Doyle as Director	For	Against	Against	Votes AGAINST incumbent Nomination Committee members Richard (Rick) Anstey and Sharon Doyle are warranted for lack of diversity on the board.Concerns are further raised for Anstey's re-election because:" he is a non-independent director due to excessive board tenure of 16 years, and" although the board is majority independent, his presence contributes to a lower level of board independence of 56 percentA vote FOR the election of Pat O'Sullivan is warranted.
Technology One Limited	TNE	Australia	23/02/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR the remuneration report is warranted.* The CEO's fixed remuneration is not excessive in relation to peers;* The STI bonus structure represents a commission as a percentage of Net Profit Before Tax, and* There appears no material misalignment between executive remuneration and bonus outcomes, and company performance and shareholder returns.
Technology One Limited	TNE	Australia	23/02/2022	Approve the Spill Resolution	Approve Contingent Spill Resolution	Against	Against	Against	A vote AGAINST this proposal is warranted. A board spill is not considered to be in the best interests of the company or shareholders at this present time.Disclosure indicates that the board engaged with key shareholders and proxy advisors to understand and address any ongoing concerns and the board provided its rationale for the use of discretion in the prior year which gave rise to the "first strike" against the remuneration report. The company emphasized that the use of discretion was an historic decision made for FY20 testing and was not repeated for the testing of the FY21 tranches.The company's FY21 results do not warrant any specific concerns in terms of misalignment of LTI vesting and company performance.
Telstra Corporation Limited	TLS	Australia	12/10/2021	Elect Director	Elect Roy H Chestnutt as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Roy Chestnutt and Niek Jan van Damme are warranted for lack of diversity on the board.
Telstra Corporation Limited	TLS	Australia	12/10/2021	Elect Director	Elect Niek Jan van Damme as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee members Roy Chestnutt and Niek Jan van Damme are warranted for lack of diversity on the board.
Telstra Corporation Limited	TLS	Australia	12/10/2021	Approve Share Plan Grant	Approve Grant of Restricted Shares to Andrew Penn	For	For	For	A vote FOR the grant of equity to the CEO in the form of restricted shares and performance rights is warranted. The terms of the proposed equity grants are consistent with prior year grants and aligned with shareholder interests. The grant of equity represents the deferred component of the company's FY21 Executive Variable Remuneration Plan (EVP), which is a combined STI and LTI structure, with outcomes being assessed in FY21 at 63.8 percent of the CEO's maximum award opportunity.* Quantum is not misaligned with the company's performance,* Restricted shares are akin to the deferred component of a conventional STI, and subject to appropriate trading restrictions over one to four years, and* Performance rights are consistent with other LTI awards in this market, and subject to relative TSR performance with a graduated vesting scale and not cliff vesting.Concerns remain in relation to the payment of a dividend equalization amount on performance rights that vest. This is inconsistent with better market practice, given that executives have no present entitlement to the dividends or underlying shares prior to assessment of performance conditions at the end of the performance period and vesting.
Telstra Corporation Limited	TLS	Australia	12/10/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Andrew Penn	For	For	For	A vote FOR the grant of equity to the CEO in the form of restricted shares and performance rights is warranted. The terms of the proposed equity grants are consistent with prior year grants and aligned with shareholder interests. The grant of equity represents the deferred component of the company's FY21 Executive Variable Remuneration Plan (EVP), which is a combined STI and LTI structure, with outcomes being assessed in FY21 at 63.8 percent of the CEO's maximum award opportunity.* Quantum is not misaligned with the company's performance,* Restricted shares are akin to the deferred component of a conventional STI, and subject to appropriate trading restrictions over one to four years, and* Performance rights are consistent with other LTI awards in this market, and subject to relative TSR performance with a graduated vesting scale and not cliff vesting.Concerns remain in relation to the payment of a dividend equalization amount on performance rights that vest. This is inconsistent with better market practice, given that executives have no present entitlement to the dividends or underlying shares prior to assessment of performance conditions at the end of the performance period and vesting.
TERNA Rete Elettrica Nazionale SpA	TRN	Italy	29/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or the income allocation proposed.
TERNA Rete Elettrica Nazionale SpA	TRN	Italy	29/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income	For	For	For	A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or the income allocation proposed.
TERNA Rete Elettrica Nazionale SpA	TRN	Italy	29/04/2022	Elect Director and Approve Director's Remuneration	Elect Qinqing Shen as Director and Approve Director's Remuneration	For	For	For	A vote FOR this proposal is warranted because: * The name and details of the candidate have been published by the company. * The company's board is more than 50-percent independent.
TERNA Rete Elettrica Nazionale SpA	TRN	Italy	29/04/2022	Approve Restricted Stock Plan	Approve Long-Term Incentive Plan	For	For	For	A vote FOR this item is warranted because the key terms of the proposed equity plan are not problematic.
TERNA Rete Elettrica Nazionale SpA	TRN	Italy	29/04/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	For	This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected.
TERNA Rete Elettrica Nazionale SpA	TRN	Italy	29/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	For	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice. This is not without highlighting that the policy on termination payments is not line with good market standards.
TERNA Rete Elettrica Nazionale SpA	TRN	Italy	29/04/2022	Advisory Vote to Ratify Named Executive Officers' Report	Approve Second Section of the Remuneration Report	For	For	For	This item warrants a vote FOR as the 2021 remuneration practices have not raised any significant concerns.
TERNA Rete Elettrica Nazionale SpA	TRN	Italy	29/04/2022	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	Against	This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.



Tesla, Inc.	TSLA	USA	07/10/2021	Elect Director	Elect Director James Murdoch	For	Against	Against	Votes AGAINST directors James Murdoch and Kimbal Musk are warranted due to concerns regarding excessive compensation to named executive officers and to non-executive directors. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the governance committee, given the board's insufficient responsiveness to last year's majority-supported shareholder proposal. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the audit committee, given concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST James Murdoch and Kimbal Musk are warranted for the following reasons:" Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
Tesla, Inc.	TSLA	USA	07/10/2021	Elect Director	Elect Director Kimbal Musk	For	Against	Against	Votes AGAINST directors James Murdoch and Kimbal Musk are warranted due to concerns regarding excessive compensation to named executive officers and to non-executive directors. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the governance committee, given the board's insufficient responsiveness to last year's majority-supported shareholder proposal. A vote AGAINST Murdoch is further warranted, in his capacity as a member of the audit committee, given concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST James Murdoch and Kimbal Musk are warranted for the following reasons:" Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
Tesla, Inc.	TSLA	USA	07/10/2021	Amend Articles Board-Related	Amend Certificate of Incorporation to Reduce Director Terms to Two Years	For	For	For	A vote FOR this proposal is warranted, because although it falls short of full board declassification, it is an improvement on the status quo, and the proposal will take effect upon approval with no further action required. Support for Item 5, a shareholder proposal calling for full board declassification, is also warranted.
Tesla, Inc.	TSLA	USA	07/10/2021	Reduce Supermajority Vote Requirement	Eliminate Supermajority Vote Requirements	None	For	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.
Tesla, Inc.	TSLA	USA	07/10/2021	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 10.73 percent of the fees paid to the auditor are for non-audit purposes.
Tesla, Inc.	TSLA	USA	07/10/2021	Declassify the Board of Report on EEO	Declassify the Board of Directors Report on Diversity and Inclusion Efforts	Against	For	For	A vote FOR this proposal is warranted because the declassification would enhance board accountability.
Tesla, Inc.	TSLA	USA	07/10/2021	Mandatory Arbitration on Employment Related Claims	Report on Employee Arbitration	Against	For	For	A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Tesla's employees may bring information to light that could result in improved recruitment, development and retention; and the company has been involved in several recent and related controversies.
Tesla, Inc.	TSLA	USA	07/10/2021	Establish Environmental/Social Issue Board Committee	Assign Responsibility for Strategic Oversight of Human Capital Management to an Independent Board-Level Committee	Against	For	For	A vote FOR this proposal is warranted because:" Assigning the responsibility for oversight of human capital management to an independent committee, as requested, should clarify and strengthen its existing human capital management oversight mechanisms; and" The assignment of human capital management oversight to board committee should not be unduly burdensome and should enhance the company's capacity to manage human capital management risks in the long-term, for the ultimate benefit of shareholders.
Tesla, Inc.	TSLA	USA	07/10/2021	Human Rights Risk Assessment	Additional Reporting on Human Rights	Against	For	For	A vote FOR this proposal is warranted, as additional information regarding policies and processes the company has implemented to address human rights impacts in its operations and supply chain would allow shareholders to better gauge how well Tesla is managing human rights related risks in light of current related controversies.
The a2 Milk Company Limited	ATM	New Zealand	17/11/2021	Authorize Board to Fix Remuneration of External	Authorize Board to Fix Remuneration of the Auditors	For	For	For	A vote FOR this resolution is warranted because no corporate governance concern have been identified in relation to the fees paid to the auditor.
The a2 Milk Company Limited	ATM	New Zealand	17/11/2021	Elect Director	Elect David Bortolussi as Director	For	For	For	Item 2A vote FOR the election of David Bortolussi is warranted given his integral role as CEO.Items 3 and 4A qualified vote FOR the (re)-election of independent non-executive directors Bessie Lee and Warwick Every-Burns is warranted. The qualification is to highlight that they are members of the People and Remuneration Committee (which is responsible for the company's remuneration matters) and concerns regarding remuneration disclosure practices have been identified.
The a2 Milk Company Limited	ATM	New Zealand	17/11/2021	Elect Director	Elect Bessie Lee as Director	For	For	For	Item 2A vote FOR the election of David Bortolussi is warranted given his integral role as CEO.Items 3 and 4A qualified vote FOR the (re)-election of independent non-executive directors Bessie Lee and Warwick Every-Burns is warranted. The qualification is to highlight that they are members of the People and Remuneration Committee (which is responsible for the company's remuneration matters) and concerns regarding remuneration disclosure practices have been identified.
The a2 Milk Company Limited	ATM	New Zealand	17/11/2021	Elect Director	Elect Warwick Every-Burns as Director	For	For	For	Item 2A vote FOR the election of David Bortolussi is warranted given his integral role as CEO.Items 3 and 4A qualified vote FOR the (re)-election of independent non-executive directors Bessie Lee and Warwick Every-Burns is warranted. The qualification is to highlight that they are members of the People and Remuneration Committee (which is responsible for the company's remuneration matters) and concerns regarding remuneration disclosure practices have been identified.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director John K. Adams, Jr.	For	For	For	A vote AGAINST incumbent nominating committee members Stephen Ellis and Arun Sarin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director Stephen A. Ellis	For	Against	Against	A vote AGAINST incumbent nominating committee members Stephen Ellis and Arun Sarin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director Brian M. Leviitt	For	For	For	A vote AGAINST incumbent nominating committee members Stephen Ellis and Arun Sarin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director Arun Sarin	For	Against	Against	A vote AGAINST incumbent nominating committee members Stephen Ellis and Arun Sarin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director Charles R. Schwab	For	For	For	A vote AGAINST incumbent nominating committee members Stephen Ellis and Arun Sarin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Elect Director	Elect Director Paula A. Sneed	For	For	For	A vote AGAINST incumbent nominating committee members Stephen Ellis and Arun Sarin is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	For	A vote FOR this proposal is warranted. The proposed board declassification, as well as the related elimination of the supermajority provision to amend the director election provisions and the addition of the ability to remove directors without cause, would enhance board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 8.19 percent of the fees paid to the auditor are for non-audit purposes.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual and long-term incentives are primarily performance-based, with performance shares utilizing a multi-year measurement period.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Provide Proxy Access Right	Provide Proxy Access Right	For	For	For	A vote FOR this bylaw amendment is warranted as approval of this item would ensure that the company adopts proxy access on market standard terms that would enhance shareholders' rights.

The Charles Schwab Corporation	SCHW	USA	17/05/2022	Adopt Proxy Access Right	Adopt Proxy Access Right	Against	For	For	A vote FOR this advisory proposal is warranted as the proxy access provisions suggested by the proponent would be more favorable to shareholders than the comparable provisions of the board bylaw proposal in Item 6.
The Charles Schwab Corporation	SCHW	USA	17/05/2022	Political Lobbying Disclosure	Report on Lobbying Payments and Policy	Against	For	For	A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.
The GPT Group	GPT	Australia	11/05/2022	Elect Director	Elect Tracey Horton as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Tracey Horton and Michelle Somerville is warranted for lack of diversity on the board. A vote FOR the remaining director nominee, Anne Brennan, is warranted.
The GPT Group	GPT	Australia	11/05/2022	Elect Director	Elect Michelle Somerville as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Tracey Horton and Michelle Somerville is warranted for lack of diversity on the board. A vote FOR the remaining director nominee, Anne Brennan, is warranted.
The GPT Group	GPT	Australia	11/05/2022	Elect Director	Elect Anne Brennan as Director	For	For	For	A vote AGAINST incumbent nomination committee members Tracey Horton and Michelle Somerville is warranted for lack of diversity on the board. A vote FOR the remaining director nominee, Anne Brennan, is warranted.
The GPT Group	GPT	Australia	11/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR the remuneration report is warranted: * quantitative pay for performance analysis indicates a low degree of concern for any misalignment, * the CEO's fixed remuneration is not excessive relative to peers, * bonus outcomes do not appear materially inconsistent with the group's improved financial performance in FY21, and * the FY19 LTI lapsed as performance condition were not met and the board exercised discretion to withdraw the FY20 LTI grant. The recommendation is qualified to highlight the use of upward discretion by the board to allow for STI bonuses despite the group not meeting their FFO growth target, which typically acts as a gateway for STI to be awarded. This concern is perhaps mitigated given that the board has used downward discretion appropriately in the past, and the explanation for this discretion is reasonable in light of the stronger group performance during the year, and shareholder returns.
The GPT Group	GPT	Australia	11/05/2022	Approve Share Plan Grant	Approve Grant of Performance Rights to Robert Johnston	For	For	For	A vote FOR the grant of performance rights to CEO is warranted. The LTI is consistent with corporate governance expectations and improved securityholder returns, with a three-year performance period and total return and relative TSR performance measures. The total return targets have been increased from the FY21 LTI, however, still below the pre-COVID, FY19 LTI targets which may be of concern for some shareholders as lacking sufficient rigor. In mitigating, threshold vesting is at 10 percent.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Larry D. De Shon	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Carlos Dominguez	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Trevor Fetter	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Donna James	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Kathryn A. Mikells	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Teresa W. Roseborough	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Virginia P. Ruesterholz	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Christopher J. Swift	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Matthew E. Winter	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Elect Director	Elect Director Greig Woodring	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. Although the annual incentive program is funded formulaically, the committee retains a significant degree of discretion to adjust payouts, which raises some concern. However, as in recent years, no upward discretion was applied to NEOs' awards, and actual payouts were determined based on the formulaic funding percentage. In addition, pay and performance are reasonably aligned for the year in review and the increase in CEO pay is directionally aligned with generally improved financial and share price performance. Further, the company targets half of long-term incentives as performance-based equity with clearly disclosed multi-year goals and the relative TSR metric targets outperformance. Continued monitoring of STI payout determinations is nevertheless warranted, given the degree in which discretionary determinations may affect payouts.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	Advisory Vote on Say on Pay Frequency	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
The Hartford Financial Services Group, Inc.	HIG	USA	18/05/2022	GHG Emissions	Adopt Policies to Ensure Underwriting Practices Do Not Support New Fossil Fuel Supplies	Against	For	For	A vote FOR this proposal is warranted, as additional disclosure would help investors better understand how the company plans to reduce its emissions and manage its transition to a low carbon economy.
The Home Depot, Inc.	HD	USA	19/05/2022	Racial Equity and/or Civil Rights Audit	Oversee and Report a Racial Equity Audit	Against	For	For	A vote FOR this resolution is warranted, as a report on an independent racial equity audit would help shareholders better assess the effectiveness of Home Depot's efforts to address the adverse impacts of its policies and practices on non-white stakeholders and communities of color and its management of related risks.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Gerard J. Arpey	For	Against	Against	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Ari Bousbib	For	For	For	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Jeffery H. Boyd	For	Against	Against	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Gregory D. Brenneman	For	For	For	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director J. Frank Brown	For	For	For	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Albert P. Carey	For	Against	Against	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Edward P. Decker	For	For	For	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.

The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Linda R. Gooden	For	For	For	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Wayne M. Hewett	For	For	For	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Manuel Kadre	For	For	For	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Stephanie C. Linnartz	For	Against	Against	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Craig A. Menear	For	For	For	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Paula Santilli	For	For	For	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Elect Director	Elect Director Caryn Seidman-Becker	For	For	For	A vote AGAINST incumbent nominating committee members Gerard Arpey, Jeffery Boyd, Albert (Al) Carey and Stephanie Linnartz is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
The Home Depot, Inc.	HD	USA	19/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 3.62 percent of the fees paid to the auditor are for non-audit purposes.
The Home Depot, Inc.	HD	USA	19/05/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time and the majority of pay is conditioned on objective financial performance metrics.
The Home Depot, Inc.	HD	USA	19/05/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
The Home Depot, Inc.	HD	USA	19/05/2022	Amend Articles/Bylaws/Charter - Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.
The Home Depot, Inc.	HD	USA	19/05/2022	Require Independent Board Chairman	Require Independent Board Chair	Against	For	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
The Home Depot, Inc.	HD	USA	19/05/2022	Political Contributions Disclosure	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	For	A vote FOR this proposal is warranted, as the requested report would allow shareholders to better evaluate how well the company is assessing and mitigating risks related to its political communication expenditures.
The Home Depot, Inc.	HD	USA	19/05/2022	Board Diversity	Report on Steps to Improve Gender and Racial Equity on the Board	Against	For	For	A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
The Home Depot, Inc.	HD	USA	19/05/2022	Community -Environment Impact	Report on Efforts to Eliminate Deforestation in Supply Chain	Against	For	For	A vote FOR this resolution is warranted, as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Elect Director	Elect Director Jose B. Alvarez	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Elect Director	Elect Director Alan M. Bennett	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Elect Director	Elect Director Rosemary T. Berkery	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Elect Director	Elect Director David T. Ching	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Elect Director	Elect Director C. Kim Goodwin	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Elect Director	Elect Director Ernie Herrman	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Elect Director	Elect Director Michael F. Hines	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Elect Director	Elect Director Amy B. Lane	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Elect Director	Elect Director Carol Meyrowitz	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Elect Director	Elect Director Jackwyn L. Nemerov	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Elect Director	Elect Director John F. O'Brien	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For	For	For	A vote FOR this item is warranted because only 11.35 percent of the fees paid to the auditor are for non-audit purposes.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	For	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST the proposal is warranted. A significant increase in reported CEO pay was driven by discretionary adjustments to multiple cycles of previously granted PSUs, and concerns regarding the \$9.4 million in incremental value attributed to the 2019-2021 PSU adjustment are compounded by the additional \$2.7 million in value related to the adjustment of the 2020-2022 PSUs. Investors generally do not view the modification of previously granted incentive awards to be an appropriate response to the pandemic and may be particularly concerned by consecutive adjustments that increased payouts. Further, annual incentive awards were earned near maximum and a significant portion of payouts were determined based on the compensation committee's subjective assessment of performance.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Human Rights Risk Assessment	Report on Assessing Due Diligence on Human Rights in Supply Chain	Against	For	For	A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to assess human rights impacts in its operations and supply chain would allow shareholders to better gauge how well TJX is managing human rights related risks.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Human Rights Risk Assessment	Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	Against	For	For	A vote FOR this resolution is warranted, as a report on misclassifying employees as independent contractors would provide shareholders with additional information on how the company is managing any risks associated with this kind of misclassification by companies in its supply chain.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Prepare Report on Health Care Reform	Report on Risk Due to Restrictions on Reproductive Rights	Against	For	For	A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.
The TJX Companies, Inc.	TJX	USA	07/06/2022	Labor Issues - Discrimination and Miscellaneous	Adopt Paid Sick Leave Policy for All Associates	Against	For	For	A vote FOR this resolution is warranted as it would provide shareholders with greater assurance that the company's workforce has reasonable access to sick leave, which would provide consistent expectations as concerns regarding societal health are on the rise. Additionally, the implementation of this proposal would allow shareholders to better assess whether the company is adhering to its stated commitment to colleague health and its management of related-risks.

Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income, with a Final Dividend of JPY 135	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Nagano, Tsuyoshi	For	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Endo, Nobuhiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Katanozaka, Shinya	For	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Osono, Emi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Ishii, Yoshinori	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Wada, Kiyoshi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Komiya, Satoru	For	Against	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Harashima, Akira	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Okada, Kenji	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Moriwaki, Yoichi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Hirose, Shinichi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Mimura, Akio	For	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Egawa, Masako	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Elect Director	Elect Director Mitachi, Takashi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor Wani, Akhiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor Otsuki, Nana	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokio Marine Holdings, Inc.	8766	Japan	27/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor Yuasa, Takayuki	For	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Amend Articles to: (Japan)	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Kawai, Toshiaki	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Sasaki, Sadao	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Nunokawa, Yoshikazu	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Sasaki, Michio	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Eda, Makiko	For	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Elect Director	Elect Director Ichikawa, Sachiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Approve Annual Bonus Payment for Directors and Statutory Auditors	Approve Annual Bonus	For	For	For	A vote FOR the proposal is warranted because: * The company has a compensation committee chaired by an independent director and the company discloses metrics to be used in determining annual bonus. * The company's ROE performance is favorable.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Approve Restricted Stock Plan	Approve Deep Discount Stock Option Plan	For	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Tokyo Electron Ltd.	8035	Japan	21/06/2022	Approve Restricted Stock Plan	Approve Deep Discount Stock Option Plan	For	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Tomra Systems ASA	TOM	Norway	28/04/2022	Prepare and Approve List of Shareholders	Open Meeting; Registration of Attending Shareholders and Proxies				These are routine meeting formalities.
Tomra Systems ASA	TOM	Norway	28/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Nominating Committee	For	For	For	A vote AGAINST item 9 is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers. A vote FOR Item 10 is warranted as nominating committee fees are usually modest and symbolic in this market.
Tomra Systems ASA	TOM	Norway	28/04/2022	Elect Directors (Bundled)	Reelect Bodil Sonesson, Pierre Couderc, Bjorn Matre and Hege Skryseth as Directors; Elect Johan Hjertonsson (Chair) as New Director	For	Against	Against	A vote AGAINST this item is warranted because two candidates (Johan Hjertonsson and Hege Skryseth) are overboarded.
Tomra Systems ASA	TOM	Norway	28/04/2022	Elect Member of Nominating Committee	Reelect Rune Selmar (Chairman), Hild F. Kinder and Anders Morck as Members of Nominating Committee; Elect Tine Fosslund as New Member of Nominating Committee	For	For	For	A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee in the past.
Tomra Systems ASA	TOM	Norway	28/04/2022	Authorize Board to Fix Remuneration of External	Approve Remuneration of Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Tomra Systems ASA	TOM	Norway	28/04/2022	Approve Equity Plan Financing	Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding	For	For	For	A vote FOR this proposal to repurchase and reissue company shares is warranted because it will service the company's share savings program which has acceptable features.
Tomra Systems ASA	TOM	Norway	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Creation of NOK 14.8 Million Pool of Capital without Preemptive Rights	For	For	For	A vote FOR this issuance authorisation is warranted because the potential share capital increase is not excessive.
Tomra Systems ASA	TOM	Norway	28/04/2022	Approve Stock Split	Approve 2:1 Stock Split; Amend Articles Accordingly	For	For	For	A vote FOR this item is warranted due to the increased liquidity that the proposed share split would bring.
Tomra Systems ASA	TOM	Norway	28/04/2022	Elect Chairman of Meeting	Elect Chairman of Meeting	For	For	For	These are routine meeting formalities.

Tomra Systems ASA	TOM	Norway	28/04/2022	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or	Designate Inspector(s) of Minutes of Meeting	For	For	For	These are routine meeting formalities.
Tomra Systems ASA	TOM	Norway	28/04/2022	Approve Minutes of Previous Meeting	Approve Notice of Meeting and Agenda	For	For	For	These are routine meeting formalities.
Tomra Systems ASA	TOM	Norway	28/04/2022	Receive/Approve Report/Announcement	Receive Management Report on the Status of the Company and Group				This is a non-voting item.
Tomra Systems ASA	TOM	Norway	28/04/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 6.00 Per Share	For	For	For	A vote FOR this proposal is warranted due to a lack of concern regarding the financial statements, proposed allocation of income, or the board of directors.
Tomra Systems ASA	TOM	Norway	28/04/2022	Discuss/Approve Company's Corporate Governance Structure/Statement	Discuss Company's Corporate Governance Statement (Not Voting)				This is a non-voting item.
Tomra Systems ASA	TOM	Norway	28/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of NOK 1.03 Million for Chair and NOK 541,613 for Other Directors; Approve Remuneration for Committee Work	For	Against	Against	A vote AGAINST item 9 is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers. A vote FOR Item 10 is warranted as nominating committee fees are usually modest and symbolic in this market.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Uchiyama, Takeshi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Hayakawa, Shigeru	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Toyoda, Akio	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director James Kuffner	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Kon, Kenta	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Maeda, Masahiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Sugawara, Ikuro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Sir Philip Craven	For	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toyota Motor Corp.	7203	Japan	15/06/2022	Elect Director	Elect Director Kudo, Teiko	For	For	For	A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.
Toyota Motor Corp.	7203	Japan	15/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor Yasuda, Masahide	For	For	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Statutory Auditor George Olcott	For	Against	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
Toyota Motor Corp.	7203	Japan	15/06/2022	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Appoint Alternate Statutory Auditor Sakai, Ryuji	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Toyota Motor Corp.	7203	Japan	15/06/2022	Approve Restricted Stock Plan	Approve Restricted Stock Plan	For	For	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
Toyota Motor Corp.	7203	Japan	15/06/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
TPG Telecom Limited	TPG	Australia	03/05/2022	Elect Director	Elect Canning Fok as Director	For	Against	Against	A vote AGAINST the election of Chairman Canning Fok is warranted to highlight overboarding concerns. A vote AGAINST incumbent nomination committee member Helen Nugent is warranted for lack of diversity on the board. A qualified vote FOR the election of Pierre Klotz is warranted given that he is a nominated representative of Vodafone Group Plc, a substantial shareholder holding 11.14 percent of the company's shares. Vodafone Group Plc holds a joint interest in Vodafone Hutchison (Australia) Holdings Limited which is also a substantial shareholder of the company. The recommendation is qualified to highlight that the board is not comprised of a majority of independent directors and Klotz is not classified as independent.
TPG Telecom Limited	TPG	Australia	03/05/2022	Elect Director	Elect Helen Nugent as Director	For	Against	Against	A vote AGAINST the election of Chairman Canning Fok is warranted to highlight overboarding concerns. A vote AGAINST incumbent nomination committee member Helen Nugent is warranted for lack of diversity on the board. A qualified vote FOR the election of Pierre Klotz is warranted given that he is a nominated representative of Vodafone Group Plc, a substantial shareholder holding 11.14 percent of the company's shares. Vodafone Group Plc holds a joint interest in Vodafone Hutchison (Australia) Holdings Limited which is also a substantial shareholder of the company. The recommendation is qualified to highlight that the board is not comprised of a majority of independent directors and Klotz is not classified as independent.
TPG Telecom Limited	TPG	Australia	03/05/2022	Elect Director	Elect Pierre Klotz as Director	For	For	For	A vote AGAINST the election of Chairman Canning Fok is warranted to highlight overboarding concerns. A vote AGAINST incumbent nomination committee member Helen Nugent is warranted for lack of diversity on the board. A qualified vote FOR the election of Pierre Klotz is warranted given that he is a nominated representative of Vodafone Group Plc, a substantial shareholder holding 11.14 percent of the company's shares. Vodafone Group Plc holds a joint interest in Vodafone Hutchison (Australia) Holdings Limited which is also a substantial shareholder of the company. The recommendation is qualified to highlight that the board is not comprised of a majority of independent directors and Klotz is not classified as independent.
TPG Telecom Limited	TPG	Australia	03/05/2022	Approve Share Plan Grant	Approve Grant of Deferred Share Rights to Inaki Berroeta	For	For	For	A vote FOR the grant of deferred share rights to CEO Iñaki Berroeta is warranted as this is the deferred STI bonus for FY21 results and the terms and conditions are broadly in line with market. A qualified vote FOR the grant of performance rights to the CEO Iñaki Berroeta is warranted. The LTI performance measures incorporating free cashflow and shareholder return objectives over a three-year performance period. This is broadly consistent with market practice and shareholder interests. Concerns are noted that: * The LTI is above the market median for similar sized companies, * The three-year performance period is at the minimum accepted in this market, although larger companies including telco peer, Telstra, have performance periods from 4 and 5 years to better align with longer term shareholder interests, and * The cumulative operating FCF targets are not disclosed, which makes it impossible for shareholders to assess the rigor of targeted performance and alignment with shareholder expectations.
TPI Composites, Inc.	TPIC	USA	25/05/2022	Elect Director	Elect Director James A. Hughes	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Tyrone (TJ) Jordan for lack of diversity on the board. WITHHOLD votes are warranted for James (Jim) Hughes and Tyrone (TJ) Jordan for failure to address the lack of majority support for Paul Giovacchini's reelection at the 2021 annual meeting and for failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, which adversely impacts shareholder rights. Votes FOR remaining director nominee Peter Jonna are warranted.

TPI Composites, Inc.	TPIC	USA	25/05/2022	Elect Director	Elect Director Tyrone M. Jordan	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Tyrone (TJ) Jordan for lack of diversity on the board. WITHHOLD votes are warranted for James (Jim) Hughes and Tyrone (TJ) Jordan for failure to address the lack of majority support for Paul Giovacchini's reelection at the 2021 annual meeting and for failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, which adversely impacts shareholder rights. Votes FOR remaining director nominee Peter Jonna are warranted.
TPI Composites, Inc.	TPIC	USA	25/05/2022	Elect Director	Elect Director Peter J. Jonna	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee member Tyrone (TJ) Jordan for lack of diversity on the board. WITHHOLD votes are warranted for James (Jim) Hughes and Tyrone (TJ) Jordan for failure to address the lack of majority support for Paul Giovacchini's reelection at the 2021 annual meeting and for failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents, which adversely impacts shareholder rights. Votes FOR remaining director nominee Peter Jonna are warranted.
TPI Composites, Inc.	TPIC	USA	25/05/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 16.87 percent of the fees paid to the auditor are for non-audit purposes.
TPI Composites, Inc.	TPIC	USA	25/05/2022	Advisory Vote to Ratify Named Executive Officers'	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns are identified at this time.
TPI Composites, Inc.	TPIC	USA	25/05/2022	Declassify the Board of Directors	Declassify the Board of Directors	For	For	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
Trane Technologies Plc	TT	Ireland	02/06/2022	Elect Director	Elect Director Kirk E. Arnold	For	Against	Against	A vote AGAINST incumbent nominating committee members Gary Forsee, Kirk Arnold, Jared Cohon, Linda Hudson and Tony White is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Trane Technologies Plc	TT	Ireland	02/06/2022	Elect Director	Elect Director Ann C. Berzin	For	For	For	A vote AGAINST incumbent nominating committee members Gary Forsee, Kirk Arnold, Jared Cohon, Linda Hudson and Tony White is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Trane Technologies Plc	TT	Ireland	02/06/2022	Elect Director	Elect Director April Miller Boise	For	For	For	A vote AGAINST incumbent nominating committee members Gary Forsee, Kirk Arnold, Jared Cohon, Linda Hudson and Tony White is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Trane Technologies Plc	TT	Ireland	02/06/2022	Elect Director	Elect Director John Bruton	For	For	For	A vote AGAINST incumbent nominating committee members Gary Forsee, Kirk Arnold, Jared Cohon, Linda Hudson and Tony White is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Trane Technologies Plc	TT	Ireland	02/06/2022	Elect Director	Elect Director Jared L. Cohon	For	Against	Against	A vote AGAINST incumbent nominating committee members Gary Forsee, Kirk Arnold, Jared Cohon, Linda Hudson and Tony White is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Trane Technologies Plc	TT	Ireland	02/06/2022	Elect Director	Elect Director Gary D. Forsee	For	Against	Against	A vote AGAINST incumbent nominating committee members Gary Forsee, Kirk Arnold, Jared Cohon, Linda Hudson and Tony White is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Trane Technologies Plc	TT	Ireland	02/06/2022	Elect Director	Elect Director Linda P. Hudson	For	Against	Against	A vote AGAINST incumbent nominating committee members Gary Forsee, Kirk Arnold, Jared Cohon, Linda Hudson and Tony White is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Trane Technologies Plc	TT	Ireland	02/06/2022	Elect Director	Elect Director Myles P. Lee	For	For	For	A vote AGAINST incumbent nominating committee members Gary Forsee, Kirk Arnold, Jared Cohon, Linda Hudson and Tony White is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Trane Technologies Plc	TT	Ireland	02/06/2022	Elect Director	Elect Director David S. Regnery	For	For	For	A vote AGAINST incumbent nominating committee members Gary Forsee, Kirk Arnold, Jared Cohon, Linda Hudson and Tony White is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Trane Technologies Plc	TT	Ireland	02/06/2022	Elect Director	Elect Director John P. Surma	For	For	For	A vote AGAINST incumbent nominating committee members Gary Forsee, Kirk Arnold, Jared Cohon, Linda Hudson and Tony White is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Trane Technologies Plc	TT	Ireland	02/06/2022	Elect Director	Elect Director Tony L. White	For	Against	Against	A vote AGAINST incumbent nominating committee members Gary Forsee, Kirk Arnold, Jared Cohon, Linda Hudson and Tony White is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
Trane Technologies Plc	TT	Ireland	02/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this item is warranted because only 16.12 percent of the fees paid to the auditor are for non-audit purposes.
Trane Technologies Plc	TT	Ireland	02/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorize Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Trane Technologies Plc	TT	Ireland	02/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Trane Technologies Plc	TT	Ireland	02/06/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	For	For	For	A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.
Twilio Inc.	TWLO	USA	22/06/2022	Elect Director	Elect Director Donna L. Dubinsky	For	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Donna Dubinsky and Deval Patrick given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominees Donna Dubinsky and Deval Patrick for lack of diversity on the board.
Twilio Inc.	TWLO	USA	22/06/2022	Elect Director	Elect Director Deval Patrick	For	Withhold	Withhold	WITHHOLD votes are warranted for director nominees Donna Dubinsky and Deval Patrick given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominees Donna Dubinsky and Deval Patrick for lack of diversity on the board.
Twilio Inc.	TWLO	USA	22/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Elect Director	Ratify Appointment of Belen Essioux-Trujillo as Director	For	For	For	Votes FOR the ratification of appointment and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 16).The number of outside mandates held by Claude Guillemot, Michel Guillemot and Christian Guillemot is in excess of recommended guidelines for executive. Therefore, their reelection warrants votes AGAINST (Items 17-19).
Ubisoft Entertainment SA	UBI	France	01/07/2021	Elect Director	Reelect Laurence Hubert-Moy as Director	For	For	For	Votes FOR the ratification of appointment and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 16).The number of outside mandates held by Claude Guillemot, Michel Guillemot and Christian Guillemot is in excess of recommended guidelines for executive. Therefore, their reelection warrants votes AGAINST (Items 17-19).

Ubisoft Entertainment SA	UBI	France	01/07/2021	Elect Director	Reelect Didier Crespel as Director	For	For	For	Votes FOR the ratification of appointment and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 16).The number of outside mandates held by Claude Guillemot, Michel Guillemot and Christian Guillemot is in excess of recommended guidelines for executive. Therefore, their reelection warrants votes AGAINST (Items 17-19).
Ubisoft Entertainment SA	UBI	France	01/07/2021	Elect Director	Reelect Claude Guillemot as Director	For	Against	Against	Votes FOR the ratification of appointment and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 16).The number of outside mandates held by Claude Guillemot, Michel Guillemot and Christian Guillemot is in excess of recommended guidelines for executive. Therefore, their reelection warrants votes AGAINST (Items 17-19).
Ubisoft Entertainment SA	UBI	France	01/07/2021	Elect Director	Reelect Michel Guillemot as Director	For	Against	Against	Votes FOR the ratification of appointment and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 16).The number of outside mandates held by Claude Guillemot, Michel Guillemot and Christian Guillemot is in excess of recommended guidelines for executive. Therefore, their reelection warrants votes AGAINST (Items 17-19).
Ubisoft Entertainment SA	UBI	France	01/07/2021	Elect Director	Reelect Christian Guillemot as Director	For	Against	Against	Votes FOR the ratification of appointment and reelections of these independent nominees are warranted in the absence of specific concerns (Items 14 to 16).The number of outside mandates held by Claude Guillemot, Michel Guillemot and Christian Guillemot is in excess of recommended guidelines for executive. Therefore, their reelection warrants votes AGAINST (Items 17-19).
Ubisoft Entertainment SA	UBI	France	01/07/2021	Approve Allocation of Income and Dividends	Approve Treatment of Losses	For	For	For	A vote FOR this income allocation proposal is warranted, despite the absence of a dividend, because of the losses incurred by the company over the past years.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Change Location of Registered Office/Headquarters	Ratify Change Location of Registered Office to 2 rue Chene Heleuc, 56910 Carentoir and Amend Article 2 of Bylaws Accordingly	For	For	For	This non-contentious proposal merits a vote FOR.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	Such share buyback programs merit a vote FOR.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	Votes FOR the employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and/or Corporate Officers of International Subsidiaries	For	For	For	Votes FOR the employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Specific Beneficiaries	For	For	For	Votes FOR the employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Approve Restricted Stock Plan	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	For	A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Approve Restricted Stock Plan	Authorize up to 0.10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers	For	For	For	A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Approve Special Auditors' Report Regarding Related-Party Transactions	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For	A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.
Ubisoft Entertainment SA	UBI	France	01/07/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Compensation Report of Corporate Officers	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
UCB SA	UCB	Belgium	28/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Directors' Reports (Non-Voting)				No vote is required.
UCB SA	UCB	Belgium	28/04/2022	Approve Restricted Stock Plan	Approve Long-Term Incentive Plans	For	For	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
UCB SA	UCB	Belgium	28/04/2022	Approve Change-of-Control Clause	Approve Change-of-Control Clause Re: EMTN Program Renewal	For	For	For	A vote FOR these proposals are warranted because these clauses are related to a credit facility/strategic partnership/issuance of bonds/joint venture and are considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid. Item 11.1 Approve Change-of-Control Clause Re: EMTN Program-Renewal Item 11.2 Approve Change-of-Control Clause Re: European Investment Bank Facility Agreement Item 11.3 Approve Change-of-Control Clause Re: Term Facility Agreement
UCB SA	UCB	Belgium	28/04/2022	Approve Change-of-Control Clause	Approve Change-of-Control Clause Re: European Investment Bank Facility Agreement	For	For	For	A vote FOR these proposals are warranted because these clauses are related to a credit facility/strategic partnership/issuance of bonds/joint venture and are considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid. Item 11.1 Approve Change-of-Control Clause Re: EMTN Program-Renewal Item 11.2 Approve Change-of-Control Clause Re: European Investment Bank Facility Agreement Item 11.3 Approve Change-of-Control Clause Re: Term Facility Agreement
UCB SA	UCB	Belgium	28/04/2022	Approve Change-of-Control Clause	Approve Change-of-Control Clause Re: Term Facility Agreement	For	For	For	A vote FOR these proposals are warranted because these clauses are related to a credit facility/strategic partnership/issuance of bonds/joint venture and are considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid. Item 11.1 Approve Change-of-Control Clause Re: EMTN Program-Renewal Item 11.2 Approve Change-of-Control Clause Re: European Investment Bank Facility Agreement Item 11.3 Approve Change-of-Control Clause Re: Term Facility Agreement
UCB SA	UCB	Belgium	28/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Auditors' Reports (Non-Voting)				No vote is required.
UCB SA	UCB	Belgium	28/04/2022	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)				This is a non-voting item.

UCB SA	UCB	Belgium	28/04/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.30 per Share	For	For	For	A vote FOR is warranted because: * There is an absence of a reverse auditor opinion or any compelling controversies concerning the annual accounts; and * Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.
UCB SA	UCB	Belgium	28/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR is warranted as the report increased disclosure compared to last year, in particular to the STI metrics and the absence of particular problematic pay practices. However, this is not without concern of the not full (retrospective) disclosure of the targets and achievements regarding the performance metrics, in particular concerning the LTI award.
UCB SA	UCB	Belgium	28/04/2022	Approve Remuneration of Directors and/or Committee	Approve Remuneration of Directors	For	For	For	A vote FOR is warranted in the absence of any signs of excessiveness.
UCB SA	UCB	Belgium	28/04/2022	Approve Discharge of Board and President	Approve Discharge of Directors	For	For	For	A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.
UCB SA	UCB	Belgium	28/04/2022	Approve Discharge of Auditors	Approve Discharge of Auditors	For	For	For	A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.
UCB SA	UCB	Belgium	28/04/2022	Elect Director	Reelect Kay Davies as Director	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates
UCB SA	UCB	Belgium	28/04/2022	Indicate X as Independent Board Member	Indicate Kay Davies as Independent Director	For	For	For	As the nominee appears truly independent, this proposal warrants a vote FOR.
UCB SA	UCB	Belgium	28/04/2022	Elect Director	Reelect Jean-Christophe Tellier as Director	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates
UCB SA	UCB	Belgium	28/04/2022	Elect Director	Reelect Cedric van Rijkevorsel as Director	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and* There is no known controversy concerning the candidates
Umicore	UMI	Belgium	28/04/2022	Receive Financial Statements and Statutory Reports (Non-Advisory Vote to Ratify Named Executive Officers' Compensation)	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	For	Against	Against	No vote is required.
Umicore	UMI	Belgium	28/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	Against	Against	A vote AGAINST is warranted because: * There is a lack of disclosure regarding the weights and ex-post performance assessment of STI performance metrics; * The company offered an excessive termination benefit of EUR 1.8 million beyond his regular pay package to the former CEO without providing a compelling rationale; and * A sign-on bonus was awarded of EUR 1 million without full background on the rationale. However, we do note that the company provided forward looking clear disclosure on the FY2022 STI performance metrics and weights.
Umicore	UMI	Belgium	28/04/2022	Approve Remuneration Policy	Approve Remuneration Policy	For	Against	Against	A vote AGAINST is warranted, based on: * The company does not provide clear disclosure on the STI and LTI targets and caps, which may allow for discretion by the board; * The performance metric 'ROCE' is used for both the STI and the LTI plan which may risk for double dipping regarding the same performance; and * One part of the LTI award is in free Umicore shares, granted at the discretion of the supervisory board. While the granted shares have a lock up period of three years, providing discretionary awards without any performance conditions is not considered best practice. However, we do note that the company replaced the current deferred cash compensation plan with a performance share unit plan (PSU plan) for the long-term variable remuneration with clearly defined performance metrics and targets, which is considered an improvement. Furthermore, the company provides clear disclosure on the weights and targets of STI financial and non-financial metrics, including well defined sustainability metrics in accordance with the company's ESG strategy.
Umicore	UMI	Belgium	28/04/2022	Approve Financial Statements, Allocation of Income, and Discharge Directors	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	For	For	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
Umicore	UMI	Belgium	28/04/2022	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	For	For	For	This is a non-voting item.
Umicore	UMI	Belgium	28/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Umicore	UMI	Belgium	28/04/2022	Approve Discharge of Auditors	Approve Discharge of Auditors	For	For	For	A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.
Umicore	UMI	Belgium	28/04/2022	Elect Supervisory Board Member	Reelect Francoise Chombar as an Independent Member of the Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates
Umicore	UMI	Belgium	28/04/2022	Elect Supervisory Board Member	Reelect Laurent Raets as Member of the Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates
Umicore	UMI	Belgium	28/04/2022	Elect Supervisory Board Member	Elect Alison Henwood as an Independent Member of the Supervisory Board	For	For	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates
Umicore	UMI	Belgium	28/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of the Members of the Supervisory Board	For	For	For	A vote FOR is warranted in the absence of any signs of excessiveness.
Umicore	UMI	Belgium	28/04/2022	Approve Change-of-Control Clause	Approve Change-of-Control Clause Re: Sustainability-linked Revolving Facility Agreement	For	For	For	A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid.
Umicore	UMI	Belgium	28/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards; and * The authorization would allow Umicore to repurchase 10.00 percent of the outstanding share capital.
Umicore	UMI	Belgium	28/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	For	For	A vote FOR is warranted because the potential increase without preemptive rights is not considered to be excessive (10 percent).
United Renewable Energy Co., Ltd.	3576	Taiwan	24/06/2022	Accept Financial Statements and Statutory Reports	Approve Business Operations Report and Financial Statements	For	For	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
United Renewable Energy Co., Ltd.	3576	Taiwan	24/06/2022	Approve Allocation of Income and Dividends	Approve Statement of Profit and Loss Appropriation	For	For	For	A vote FOR is warranted because the proposal aims to declare and promote transparency of the company's losses for the current financial year. The losses presented by the company justify its non-distribution of dividends for the year.
United Renewable Energy Co., Ltd.	3576	Taiwan	24/06/2022	Amend Articles/Bylaws/Charter --	Approve Amendments to Articles of Association	For	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on operational needs.
United Renewable Energy Co., Ltd.	3576	Taiwan	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Issuance of Ordinary Shares or Issuance of Ordinary Shares to Participate in the Issuance of Global Depositary Receipt	For	For	For	A vote FOR is warranted as the dilution represented is acceptable.
United Renewable Energy Co., Ltd.	3576	Taiwan	24/06/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Shares via a Private Placement	For	Against	Against	A vote AGAINST is warranted because the associated dilution is excessive.



United Renewable Energy Co., Ltd.	3576	Taiwan	24/06/2022	Amend Articles/Bylaws/Charter Organization-Related	-- Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on operational needs.
United Renewable Energy Co., Ltd.	3576	Taiwan	24/06/2022	Approve Restricted Stock Plan	Approve Issuance of Restricted Stocks	For	Against	Against	A vote AGAINST is warranted because there is limited disclosure of the performance hurdles to be applied.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Alison Goligher as Director	For	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Paulette Rowe as Director	For	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Elect Doug Webb as Director	For	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Ratify Auditors	Reappoint KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 13.8 percent of the total fees paid to the auditor are for non-audit purposes.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Authorize Board to Fix Remuneration of External	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because only 13.8 percent of the total fees paid to the auditor are for non-audit purposes.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Adopt New Articles of Association/Charter	Adopt New Articles of Association	For	For	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Authorize the Company to Call EGM with Two Weeks Notice	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Approve Political Donations	Authorise UK Political Donations and Expenditure	For	For	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Advisory Vote to Ratify Named Executive Officers'	Approve Remuneration Report	For	For	For	A vote FOR this item is considered warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Sir David Higgins as Director	For	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Steve Mogford as Director	For	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Elect Phil Aspin as Director	For	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Mark Clare as Director	For	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Re-elect Stephen Carter as Director	For	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
United Utilities Group Plc	UU	United Kingdom	23/07/2021	Elect Director	Elect Kath Cates as Director	For	For	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Elect Director	Elect Director Timothy P. Flynn	For	Against	Against	A vote AGAINST incumbent nominating committee members Michele Hooper, Timothy (Tim) Flynn, Frederick (Bill) McNabb III and John Noseworthy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Elect Director	Elect Director Paul R. Garcia	For	For	For	A vote AGAINST incumbent nominating committee members Michele Hooper, Timothy (Tim) Flynn, Frederick (Bill) McNabb III and John Noseworthy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Elect Director	Elect Director Stephen J. Hemsley	For	For	For	A vote AGAINST incumbent nominating committee members Michele Hooper, Timothy (Tim) Flynn, Frederick (Bill) McNabb III and John Noseworthy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Elect Director	Elect Director Michele J. Hooper	For	Against	Against	A vote AGAINST incumbent nominating committee members Michele Hooper, Timothy (Tim) Flynn, Frederick (Bill) McNabb III and John Noseworthy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Elect Director	Elect Director F. William McNabb, III	For	Against	Against	A vote AGAINST incumbent nominating committee members Michele Hooper, Timothy (Tim) Flynn, Frederick (Bill) McNabb III and John Noseworthy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Elect Director	Elect Director Valerie C. Montgomery Rice	For	For	For	A vote AGAINST incumbent nominating committee members Michele Hooper, Timothy (Tim) Flynn, Frederick (Bill) McNabb III and John Noseworthy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Elect Director	Elect Director John H. Noseworthy	For	Against	Against	A vote AGAINST incumbent nominating committee members Michele Hooper, Timothy (Tim) Flynn, Frederick (Bill) McNabb III and John Noseworthy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Elect Director	Elect Director Andrew Witty	For	For	For	A vote AGAINST incumbent nominating committee members Michele Hooper, Timothy (Tim) Flynn, Frederick (Bill) McNabb III and John Noseworthy is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted at this time.
UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on pre-set financial metrics and half of equity awards were performance based and utilized a multi-year measurement period. In response to shareholder feedback, the committee confirmed that it has no intention of paying severance upon executive retirements in the future.
UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 2.87 percent of the fees paid to the auditor are for non-audit purposes.
UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	For	A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.

UnitedHealth Group Incorporated	UNH	USA	06/06/2022	Political Contributions Disclosure	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	For	A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.
Uniti Group Limited	UWL	Australia	26/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR this resolution is warranted because pay appears to be reasonably aligned with the company's performance. In addition, no additional shares (or options) were granted to non-executive directors, a new LTI plan was introduced based on performance shares with equally weighted financial metrics (EPS and TSR) to be measured over a reasonable three-year period, and the board also introduced shareholding guidelines for its executives and non-executive directors. The qualification is due to the previous granting of share rights to the company's non-executive chairman and options granted to non-executive directors, not consistent with local market standards resulting in excessive NED remuneration when compared to the ASX 151-175 and Social Advisory Services peers.
Uniti Group Limited	UWL	Australia	26/11/2021	Elect Director	Elect Graeme Barclay as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Graeme Barclay and John Lindsay is warranted for lack of diversity on the board. Graeme Barclay is a non-independent chairman (as per Social Advisory Services definition) serving on a majority non-independent board. In addition, he serves as a non-independent member of the Audit Committee. As a result, the company's Audit Committee is not entirely independent. In light of these concerns, particularly as the Audit-Committee is majority non-independent, a vote AGAINST Graeme Barclay is further warranted.
Uniti Group Limited	UWL	Australia	26/11/2021	Elect Director	Elect John Sands Lindsay as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Graeme Barclay and John Lindsay is warranted for lack of diversity on the board. Graeme Barclay is a non-independent chairman (as per Social Advisory Services definition) serving on a majority non-independent board. In addition, he serves as a non-independent member of the Audit Committee. As a result, the company's Audit Committee is not entirely independent. In light of these concerns, particularly as the Audit-Committee is majority non-independent, a vote AGAINST Graeme Barclay is further warranted.
Uniti Group Limited	UWL	Australia	26/11/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Michael Simmons	For	For	For	A vote FOR the issuance of shares rights to Michael Simmons (Item 3a) and Vaughan Bowen (Item 3b) is warranted given that such grant represents 100 percent of the deferred component of the executive directors' FY21 STI bonus and the settlement of awards in equity will further align the executive's interest with those of securityholders.
Uniti Group Limited	UWL	Australia	26/11/2021	Approve Share Plan Grant	Approve Issuance of Share Rights to Vaughan Bowen	For	For	For	A vote FOR the issuance of shares rights to Michael Simmons (Item 3a) and Vaughan Bowen (Item 3b) is warranted given that such grant represents 100 percent of the deferred component of the executive directors' FY21 STI bonus and the settlement of awards in equity will further align the executive's interest with those of securityholders.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Elect Director	Elect Director Tim Cabral	For	For	For	A vote AGAINST incumbent nominating committee members Mary Lynne Hedley and Paul Sekhri is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Elect Director	Elect Director Mark Carges	For	For	For	A vote AGAINST incumbent nominating committee members Mary Lynne Hedley and Paul Sekhri is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Elect Director	Elect Director Paul E. Chamberlain	For	For	For	A vote AGAINST incumbent nominating committee members Mary Lynne Hedley and Paul Sekhri is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Elect Director	Elect Director Peter P. Gassner	For	For	For	A vote AGAINST incumbent nominating committee members Mary Lynne Hedley and Paul Sekhri is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Elect Director	Elect Director Mary Lynne Hedley	For	Against	Against	A vote AGAINST incumbent nominating committee members Mary Lynne Hedley and Paul Sekhri is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Elect Director	Elect Director Priscilla Hung	For	For	For	A vote AGAINST incumbent nominating committee members Mary Lynne Hedley and Paul Sekhri is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Elect Director	Elect Director Tina Hunt	For	For	For	A vote AGAINST incumbent nominating committee members Mary Lynne Hedley and Paul Sekhri is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Elect Director	Elect Director Marshall Mohr	For	For	For	A vote AGAINST incumbent nominating committee members Mary Lynne Hedley and Paul Sekhri is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Elect Director	Elect Director Gordon Ritter	For	For	For	A vote AGAINST incumbent nominating committee members Mary Lynne Hedley and Paul Sekhri is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Elect Director	Elect Director Paul Sekhri	For	Against	Against	A vote AGAINST incumbent nominating committee members Mary Lynne Hedley and Paul Sekhri is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Elect Director	Elect Director Matthew J. Wallach	For	For	For	A vote AGAINST incumbent nominating committee members Mary Lynne Hedley and Paul Sekhri is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The equity program is estimated to be excessively dilutive (overriding factor); * The plan contains an evergreen feature (overriding factor); * The plan cost is excessive; * The estimated duration of available and proposed shares exceeds six years; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); * The plan permits liberal recycling of shares; and * The plan allows broad discretion to accelerate vesting.
Veeva Systems Inc.	VEEV	USA	09/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 4.30 percent of the fees paid to the auditor are for non-audit purposes.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Receive Financial Statements and Statutory Reports (Non-Transact Other Business (Non-Voting)	Receive Report of Board				This is a routine, non-voting item.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of DKK 0.37 Per Share	For	For	For	A vote FOR this income allocation proposal is warranted as it is in line with the company's dividend policy.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report (Advisory Vote)	For	For	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. However, it is not without a concern, regarding the lack of retrospective disclosure of performance targets attached to the variable remuneration.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of DKK 1.365 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	For	For	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Elect Director	Reelect Anders Runevad as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Elect Director	Reelect Bert Nordberg as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Elect Director	Reelect Bruce Grant as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Elect Director	Reelect Eva Merete Sofelde Berneke as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Elect Director	Reelect Helle Thorning-Schmidt as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Elect Director	Reelect Karl-Henrik Sundstrom as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Elect Director	Reelect Kentaro Hosomi as Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.

Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Elect Director	Elect Lena Olving as New Director	For	For	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Authorize Share Repurchase Program	Authorize Share Repurchase Program	For	For	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Vestas Wind Systems A/S	VWS	Denmark	05/04/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	For	A vote FOR this formality is warranted as it will not have any impact on the material content of the adopted resolutions.
Vicinity Centres	VCX	Australia	10/11/2021	Elect Director	Elect Clive Appleton as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Timothy (Tim) Hammon are warranted for lack of diversity on the board.A vote AGAINST the re-election of Clive Appleton is warranted because he is classified as a non-independent director on a board that is not majority independent (only 50 percent independent). Appleton is a representative of The Gandel Group Pty, a substantial shareholder holding 15.18 percent of the company's issued share capital. Gandel has two nominees on the board and its proportional influence over the board of 25 percent is inconsistent with the shareholding.A vote FOR the re-election of Janette Kendall is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination.
Vicinity Centres	VCX	Australia	10/11/2021	Elect Director	Elect Janette Kendall as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Timothy (Tim) Hammon are warranted for lack of diversity on the board.A vote AGAINST the re-election of Clive Appleton is warranted because he is classified as a non-independent director on a board that is not majority independent (only 50 percent independent). Appleton is a representative of The Gandel Group Pty, a substantial shareholder holding 15.18 percent of the company's issued share capital. Gandel has two nominees on the board and its proportional influence over the board of 25 percent is inconsistent with the shareholding.A vote FOR the re-election of Janette Kendall is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination.
Vicinity Centres	VCX	Australia	10/11/2021	Elect Director	Elect Tim Hammon as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Timothy (Tim) Hammon are warranted for lack of diversity on the board.A vote AGAINST the re-election of Clive Appleton is warranted because he is classified as a non-independent director on a board that is not majority independent (only 50 percent independent). Appleton is a representative of The Gandel Group Pty, a substantial shareholder holding 15.18 percent of the company's issued share capital. Gandel has two nominees on the board and its proportional influence over the board of 25 percent is inconsistent with the shareholding.A vote FOR the re-election of Janette Kendall is warranted as no material concerns have been identified regarding board and committee composition resulting from her nomination.
Vicinity Centres	VCX	Australia	10/11/2021	Approve Share Plan Grant	Approve Grant of Performance Rights to Grant Kelley	For	For	For	A vote FOR the grant of performance rights to the CEO is warranted. The terms of the grant sufficiently aligns the bonus to the CEO with improved results for investors and financial performance. The performance period is 4 years, which is consistent with larger companies extending performance periods. Concerns are noted that* The TSR hurdle is assessed against a narrow and curated peer group, and there is no positive TSR gateway, and* The total return measure for the FY22 LTI is based on a lower hurdle range of 4.5 percent to 7.25 percent, compared to prior grants, where for example, the FY20 LTI had a range of 9.0 percent to 9.5 percent.
Vicinity Centres	VCX	Australia	10/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve General Amendments to the Company's Constitution	For	For	For	A vote FOR the resolution is warranted as the proposed amendments are not contentious and no material governance issues have been identified.
Vicinity Centres	VCX	Australia	10/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Technology Amendments to the Company's Constitution	For	Against	Against	A vote AGAINST this resolution is warranted.* The proposed new constitution includes wording that explicitly states that the company may conduct meetings by using virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present.* Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Vicinity Centres	VCX	Australia	10/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve General Amendments to the Trust's Constitution	For	For	For	A vote FOR the resolution is warranted as the proposed amendments are not contentious and no material governance issues have been identified.
Vicinity Centres	VCX	Australia	10/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Technology Amendments to the Trust's Constitution	For	Against	Against	A vote AGAINST this resolution is warranted.* The proposed new constitution includes wording that explicitly states that the trust may conduct meetings by using virtual-only means.* While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders.* It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present.* Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Lloyd A. Carney	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Mary B. Cranston	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Francisco Javier Fernandez-Carbajal	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Alfred F. Kelly, Jr.	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Ramon Laguarta	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director John F. Lundgren	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Robert W. Matsucliat	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Denise M. Morrison	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Linda J. Rendle	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Visa Inc.	V	USA	25/01/2022	Elect Director	Elect Director Maynard G. Webb, Jr.	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.

Visa Inc.	V	USA	25/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted due to the following concerns:* A majority of equity awards to the CEO are not tied to performance-contingent pay elements, and* High CEO pay relative to company performance compared to the company's peers.
Visa Inc.	V	USA	25/01/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 1.17 percent of the fees paid to the auditor are for non-audit purposes.
Vivint Smart Home, Inc.	VVNT	USA	01/06/2022	Elect Director	Elect Director Paul S. Galant	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Paul Galant for lack of diversity on the board. WITHHOLD votes are warranted for incumbent director Paul Galant and Jay Pauley given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR Michael Staub is warranted.
Vivint Smart Home, Inc.	VVNT	USA	01/06/2022	Elect Director	Elect Director Jay D. Pauley	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Paul Galant for lack of diversity on the board. WITHHOLD votes are warranted for incumbent director Paul Galant and Jay Pauley given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR Michael Staub is warranted.
Vivint Smart Home, Inc.	VVNT	USA	01/06/2022	Elect Director	Elect Director Michael J. Staub	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee member Paul Galant for lack of diversity on the board. WITHHOLD votes are warranted for incumbent director Paul Galant and Jay Pauley given the board's failure to remove, or subject to a sunset requirement, the classified board and the pop-up supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR Michael Staub is warranted.
Vivint Smart Home, Inc.	VVNT	USA	01/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Vivint Smart Home, Inc.	VVNT	USA	01/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. While total CEO compensation was elevated during the year in review, it was mainly driven by significant equity awards made in connection with his hiring. Such awards are majority performance vesting and are not expected to recur. In addition, annual incentives are primarily based on pre-set objective measures. However, annual performance-based equity grants utilize annual measurement periods and are determined based on the same financial metrics and target goals as the annual incentive program. Moreover, a majority of other NEOs' equity awards are entirely time-vesting.
VMware, Inc.	VMW	USA	23/07/2021	Elect Director	Elect Director Kenneth Denman	For	For	For	A vote FOR the director nominee is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
VMware, Inc.	VMW	USA	23/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted. Some concerns are noted as forward-looking performance targets for the long-term TSR modifier are not disclosed, and payout for the individual STI component is initially funded above the achievement of the financial component. However, annual incentives are contingent on pre-set financial metrics, and the committee applied negative discretion to payouts and reduced bonus opportunities following certain COVID-related changes. In addition, the committee increased the proportion of performance-based equity for most NEOs, and the total value of the CEO's equity awards was reduced significantly compared to the previous year. While the primary metrics used in the long-term incentive plan are measured over a series of one-year periods, final payouts are subject to an additional three-year TSR modifier, and the plan no longer uses metrics that overlap with the annual incentive program.
VMware, Inc.	VMW	USA	23/07/2021	Amend Omnibus Stock Plan	Amend Omnibus Stock Plan	For	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:* The plan cost is excessive;* The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and* The plan allows broad discretion to accelerate vesting.
VMware, Inc.	VMW	USA	23/07/2021	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	Against	Against	Support for this proposal would have been warranted given that:* The purchase price is reasonable;* The number of shares reserved is reasonable; and* The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.However, due to the proximity of the annual meeting, a vote AGAINST this proposal continues to be warranted.
VMware, Inc.	VMW	USA	23/07/2021	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 17.75 percent of the fees paid to the auditor are for non-audit purposes.
Vonovia SE	VNA	Germany	29/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)				This is a non-voting item.
Vonovia SE	VNA	Germany	29/04/2022	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	For	For	A vote FOR the proposed share repurchase program is warranted.
Vonovia SE	VNA	Germany	29/04/2022	Authorize Use of Financial Derivatives	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For	For	A vote FOR this proposal is warranted.
Vonovia SE	VNA	Germany	29/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of EUR 1.66 per Share	For	For	For	A vote FOR this resolution is warranted.
Vonovia SE	VNA	Germany	29/04/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Vonovia SE	VNA	Germany	29/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Vonovia SE	VNA	Germany	29/04/2022	Ratify Auditors	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022	For	For	For	Votes FOR are warranted because there are no concerns regarding these proposals.
Vonovia SE	VNA	Germany	29/04/2022	Ratify Auditors	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2023	For	For	For	Votes FOR are warranted because there are no concerns regarding these proposals.
Vonovia SE	VNA	Germany	29/04/2022	Approve Remuneration of Directors and/or Committee	Approve Remuneration of Supervisory Board	For	For	For	A vote FOR the proposed change in the remuneration schedule for supervisory board members is warranted.
Vonovia SE	VNA	Germany	29/04/2022	Elect Supervisory Board Member	Elect Matthias Huenlein to the Supervisory Board	For	For	For	Votes FOR the proposed nominees are warranted.
Vonovia SE	VNA	Germany	29/04/2022	Elect Supervisory Board Member	Elect Juergen Fenk to the Supervisory Board	For	For	For	Votes FOR the proposed nominees are warranted.
Vonovia SE	VNA	Germany	29/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Creation of EUR 233 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	For	A vote FOR the proposed authorisation is warranted.
Vulcan Energy Resources Ltd	VUL	Australia	29/11/2021	Elect Director	Elect Josephine Bush as Director	For	For	For	A vote FOR these nominees is warranted.

Vulcan Energy Resources Ltd	VUL	Australia	29/11/2021	Approve Omnibus Stock Plan	Approve Vulcan Incentive Awards Plan	None	For	For	A qualified vote FOR this resolution is warranted given that the Incentive Awards Plan establishes the broader framework for equity-incentives to a wider range of the company's employees.However, governance concerns exist for the fact that non-executive directors may participate in the plan. This aspect is inconsistent with shareholder expectations in this market that NEDs do not receive incentive-based pay.
Vulcan Energy Resources Ltd	VUL	Australia	29/11/2021	Ratify Past Issuance of Shares	Ratify Past Issuance of Shares to Professional and Sophisticated Investors	For	For	For	A vote FOR this resolution is warranted.
Vulcan Energy Resources Ltd	VUL	Australia	29/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Shares to Gavin Rezos	For	For	For	A vote FOR the issuance of Placement securities to Gavin Rezos, Annie Liu, Josephine Bush, and Heidi Gron is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, the directors increase their 'skin in the game' which acts to better align interests with that of shareholders.
Vulcan Energy Resources Ltd	VUL	Australia	29/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Shares to Annie Liu	For	For	For	A vote FOR the issuance of Placement securities to Gavin Rezos, Annie Liu, Josephine Bush, and Heidi Gron is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, the directors increase their 'skin in the game' which acts to better align interests with that of shareholders.
Vulcan Energy Resources Ltd	VUL	Australia	29/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Shares to Josephine Bush	For	For	For	A vote FOR the issuance of Placement securities to Gavin Rezos, Annie Liu, Josephine Bush, and Heidi Gron is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, the directors increase their 'skin in the game' which acts to better align interests with that of shareholders.
Vulcan Energy Resources Ltd	VUL	Australia	29/11/2021	Approve Shares Issued for a Private Placement to a Director or Executive	Approve Issuance of Shares to Heidi Gron	For	For	For	A vote FOR the issuance of Placement securities to Gavin Rezos, Annie Liu, Josephine Bush, and Heidi Gron is warranted. By participating in the capital raising on the same terms as other sophisticated and professional investors, the directors increase their 'skin in the game' which acts to better align interests with that of shareholders.
Vulcan Energy Resources Ltd	VUL	Australia	29/11/2021	Elect Director	Elect Ranya Alkadamani as Director	For	For	For	A vote FOR these nominees is warranted.
Vulcan Energy Resources Ltd	VUL	Australia	29/11/2021	Elect Director	Elect Annie Liu as Director	For	For	For	A vote FOR these nominees is warranted.
Vulcan Energy Resources Ltd	VUL	Australia	29/11/2021	Elect Director	Elect Heidi Gron as Director	For	For	For	A vote FOR these nominees is warranted.
W. P. Carey Inc.	WPC	USA	16/06/2022	Elect Director	Elect Director Mark A. Alexander	For	For	For	A vote AGAINST incumbent nominating committee members Christopher (Chris) Niehaus, Jean Hoysradt and Margaret Lewis is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
W. P. Carey Inc.	WPC	USA	16/06/2022	Elect Director	Elect Director Constantin H. Beier	For	For	For	A vote AGAINST incumbent nominating committee members Christopher (Chris) Niehaus, Jean Hoysradt and Margaret Lewis is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
W. P. Carey Inc.	WPC	USA	16/06/2022	Elect Director	Elect Director Tonit M. Calaway	For	For	For	A vote AGAINST incumbent nominating committee members Christopher (Chris) Niehaus, Jean Hoysradt and Margaret Lewis is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
W. P. Carey Inc.	WPC	USA	16/06/2022	Elect Director	Elect Director Peter J. Farrell	For	For	For	A vote AGAINST incumbent nominating committee members Christopher (Chris) Niehaus, Jean Hoysradt and Margaret Lewis is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
W. P. Carey Inc.	WPC	USA	16/06/2022	Elect Director	Elect Director Robert J. Flanagan	For	For	For	A vote AGAINST incumbent nominating committee members Christopher (Chris) Niehaus, Jean Hoysradt and Margaret Lewis is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
W. P. Carey Inc.	WPC	USA	16/06/2022	Elect Director	Elect Director Jason E. Fox	For	For	For	A vote AGAINST incumbent nominating committee members Christopher (Chris) Niehaus, Jean Hoysradt and Margaret Lewis is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
W. P. Carey Inc.	WPC	USA	16/06/2022	Elect Director	Elect Director Jean Hoysradt	For	Against	Against	A vote AGAINST incumbent nominating committee members Christopher (Chris) Niehaus, Jean Hoysradt and Margaret Lewis is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
W. P. Carey Inc.	WPC	USA	16/06/2022	Elect Director	Elect Director Margaret G. Lewis	For	Against	Against	A vote AGAINST incumbent nominating committee members Christopher (Chris) Niehaus, Jean Hoysradt and Margaret Lewis is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
W. P. Carey Inc.	WPC	USA	16/06/2022	Elect Director	Elect Director Christopher J. Niehaus	For	Against	Against	A vote AGAINST incumbent nominating committee members Christopher (Chris) Niehaus, Jean Hoysradt and Margaret Lewis is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
W. P. Carey Inc.	WPC	USA	16/06/2022	Elect Director	Elect Director Nick J.M. van Ommen	For	For	For	A vote AGAINST incumbent nominating committee members Christopher (Chris) Niehaus, Jean Hoysradt and Margaret Lewis is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted at this time.
W. P. Carey Inc.	WPC	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are based on financial performance, and long-term incentives are half performance-based.
W. P. Carey Inc.	WPC	USA	16/06/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 4.97 percent of the fees paid to the auditor are for non-audit purposes.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Janice M. Babiak	For	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director David J. Brailer	For	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Rosalind G. Brewer	For	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director William C. Foote	For	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Ginger L. Graham	For	Against	Against	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Valerie B. Jarrett	For	Against	Against	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director John A. Lederer	For	Against	Against	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Dominic P. Murphy	For	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Stefano Pessina	For	For	For	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.

Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Elect Director	Elect Director Nancy M. Schlichting	For	Against	Against	Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST the proposal is warranted. In response to last year's failed say-on-pay vote, the proxy included disclosure regarding feedback received from shareholders. However, disclosure of engagement efforts was incomplete and, more concerning, the pay program changes did not fully address the most prominent shareholder concern regarding the use of positive discretion to increase 2020 closing cycle LTI earnouts.In addition, a mitigated pay-for-performance misalignment exists for the year in review. The annual bonus was based on pre-set objective metrics with clear disclosure regarding the payout structure, targets, and actual performance, though a concern is noted regarding the use of an individual performance modifier, particularly given shareholder feedback regarding the use of positive discretion. The long-term incentive program is half performance-conditioned equity, which utilizes a multi-year performance period. Though forward-looking targets were not disclosed, these goals are disclosed retroactively at the end of the performance period.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Ratify Auditors	Ratify Deloitte & Touche LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 18.32 percent of the fees paid to the auditor are for non-audit purposes.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Company-Specific--Governance-Related	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	For	For	A vote FOR this proposal is warranted as would further strengthen the company's commitment to the environmental and social goals of the Business Roundtable statement on the purpose of a corporation, where corporations endeavor to benefit all stakeholders, including customers, employees, suppliers, communities and shareholders.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Amend Articles/Bylaws/Charter Call Special Meetings	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.
Walgreens Boots Alliance, Inc.	WBA	USA	27/01/2022	Prepare Tobacco-Related Report	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	Against	For	For	A vote FOR this resolution is warranted because shareholders would benefit from increased disclosure regarding the firm's policies and practices related to the sale of tobacco products and its risk oversight mechanisms for continued in-store tobacco sales.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Udit Batra	For	For	For	A vote AGAINST incumbent nominating committee members Flemming Oernskov, Pearl Huang and Thomas Salice is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Linda Baddour	For	For	For	A vote AGAINST incumbent nominating committee members Flemming Oernskov, Pearl Huang and Thomas Salice is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Edward Conard	For	For	For	A vote AGAINST incumbent nominating committee members Flemming Oernskov, Pearl Huang and Thomas Salice is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Pearl S. Huang	For	Against	Against	A vote AGAINST incumbent nominating committee members Flemming Oernskov, Pearl Huang and Thomas Salice is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Wei Jiang	For	For	For	A vote AGAINST incumbent nominating committee members Flemming Oernskov, Pearl Huang and Thomas Salice is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Christopher A. Kuebler	For	For	For	A vote AGAINST incumbent nominating committee members Flemming Oernskov, Pearl Huang and Thomas Salice is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Flemming Ornskov	For	Against	Against	A vote AGAINST incumbent nominating committee members Flemming Oernskov, Pearl Huang and Thomas Salice is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Elect Director	Elect Director Thomas P. Salice	For	Against	Against	A vote AGAINST incumbent nominating committee members Flemming Oernskov, Pearl Huang and Thomas Salice is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Waters Corporation	WAT	USA	24/05/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 3.07 percent of the fees paid to the auditor are for non-audit purposes.
Waters Corporation	WAT	USA	24/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time. While the company increased the potential impact of the individual performance modifier on annual incentive awards, the majority of CEO pay remains conditioned on objective financial performance metrics
Wisetech Global Limited	WTC	Australia	19/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A vote FOR this resolution is warranted. The CEO only receives a fixed remuneration of \$1,000,000 and does not participate in the STI or LTI plans. Total pay levels are not excessive and STI bonuses to the KMP are appropriately aligned with the company's good financial performance, including 100 percent of bonuses granted as equity to executives without significant shareholdings and the majority being deferred over a further three-year period. The company continues to disclose the performance measures in the STI plan (70 percent based on financial and operational targets which represents a reasonable weighting to objective measures), including the target range for revenue growth and EBITDA. STI awards were earned at maximum, which is aligned with the company's strong financial performance and shareholder returns.
Wisetech Global Limited	WTC	Australia	19/11/2021	Elect Director	Elect Andrew Harrison as Director	For	Against	Against	Votes AGAINST the re-election of incumbent Nominating Committee members Andrew Harrison (Item 3) and Teresa Engelhard (Item 4) are warranted for lack of diversity on the board.A qualified vote FOR the re-election of Charles Gibbon (Item 5) is warranted. Although he is classified as non-independent by ISS due to excessive tenure on the board (>12 years) and serves on the Audit Committee, he is a substantial shareholder of the company with a 5.37-percent stake and the board is majority independent.
Wisetech Global Limited	WTC	Australia	19/11/2021	Elect Director	Elect Teresa Engelhard as Director	For	Against	Against	Votes AGAINST the re-election of incumbent Nominating Committee members Andrew Harrison (Item 3) and Teresa Engelhard (Item 4) are warranted for lack of diversity on the board.A qualified vote FOR the re-election of Charles Gibbon (Item 5) is warranted. Although he is classified as non-independent by ISS due to excessive tenure on the board (>12 years) and serves on the Audit Committee, he is a substantial shareholder of the company with a 5.37-percent stake and the board is majority independent.
Wisetech Global Limited	WTC	Australia	19/11/2021	Elect Director	Elect Charles Gibbon as Director	For	For	For	Votes AGAINST the re-election of incumbent Nominating Committee members Andrew Harrison (Item 3) and Teresa Engelhard (Item 4) are warranted for lack of diversity on the board.A qualified vote FOR the re-election of Charles Gibbon (Item 5) is warranted. Although he is classified as non-independent by ISS due to excessive tenure on the board (>12 years) and serves on the Audit Committee, he is a substantial shareholder of the company with a 5.37-percent stake and the board is majority independent.
Wisetech Global Limited	WTC	Australia	19/11/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	For	A qualified vote FOR this resolution is warranted as the increase in the non-executive director fee cap will help facilitate a board refreshment and succession planning, taking into account that two directors have tenures of 15 years. In addition, non-executive director fees are not excessive when compared to capitalisation peers and the company indicated that additional directors is needed to broaden the board's diversity as it continues to grow.The qualification is to highlight the significant increases in individual director fees in FY22.
Wisetech Global Limited	WTC	Australia	19/11/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve the Amendments to the Company's Constitution	For	Against	Against	A vote AGAINST this resolution is warranted because:" The proposed amended constitution includes wording that explicitly states that the company may conduct meetings by using virtual-only means;" While there is recognition of the benefits of increased participation at shareholder meetings via electronic means, concerns are raised for any moves to completely eliminate any physical attendance at a meetings, and the wording proposed in the amendments explicitly allow for this. Virtual-only meetings may impact on shareholder rights in holding directors publicly accountable and may hinder meaningful exchanges between directors and shareholders;" It is also recognised that there is a case for greater flexibility in meeting formats given the current global health pandemic. However, this has been addressed by the temporary relief announced by the Australian Government on 10 August 2021 which allows companies to hold virtual meetings and use electronic communications to send meeting materials and execute documents until 31 March 2022. Accordingly, there appears no benefit to shareholders in approving this provision at present; and" Going forward, constitutional language reflecting a hybrid meeting format, which provides for physical attendance concurrently with the use of virtual technology to hold meetings, would not negatively impact shareholder rights (compared with a virtual-only meeting format) and would represent the preferences of shareholders.

Wolfspeed, Inc.	WOLF	USA	25/10/2021	Elect Director	Elect Director Glenda M. Dorchak	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Wolfspeed, Inc.	WOLF	USA	25/10/2021	Elect Director	Elect Director John C. Hodge	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Wolfspeed, Inc.	WOLF	USA	25/10/2021	Elect Director	Elect Director Clyde R. Hosein	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Wolfspeed, Inc.	WOLF	USA	25/10/2021	Elect Director	Elect Director Darren R. Jackson	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Wolfspeed, Inc.	WOLF	USA	25/10/2021	Elect Director	Elect Director Duy-Loan T. Le	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Wolfspeed, Inc.	WOLF	USA	25/10/2021	Elect Director	Elect Director Gregg A. Lowe	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Wolfspeed, Inc.	WOLF	USA	25/10/2021	Elect Director	Elect Director John B. Replogle	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Wolfspeed, Inc.	WOLF	USA	25/10/2021	Elect Director	Elect Director Marvin A. Riley	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Wolfspeed, Inc.	WOLF	USA	25/10/2021	Elect Director	Elect Director Thomas H. Werner	For	For	For	A vote FOR the director nominees is warranted as a majority of the board comprises independent directors, the key board committees are independent, and there is both gender and racial diversity on the board.
Wolfspeed, Inc.	WOLF	USA	25/10/2021	Approve Increase in Size of Board	Approve Increase in Size of Board	For	For	For	A vote FOR this proposal is warranted as the requested increase appears to be appropriate for a company of this size, and there is no evidence suggesting that the proposal is an attempt to entrench current management.
Wolfspeed, Inc.	WOLF	USA	25/10/2021	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 1.92 percent of the fees paid to the auditor are for non-audit purposes.
Wolfspeed, Inc.	WOLF	USA	25/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. Although annual bonus payout was primarily based on pre-set objective metrics in FY21 and regular equity awards were predominantly performance-based, an outsized one-time special equity award was granted to the CEO in addition to his annual equity awards. In addition, the special equity grant utilized the same metric goals as the annual incentives program.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Open Meeting	Open Meeting				No vote is required for this item.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Ratify Auditors	Reappoint Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Transact Other Business (Non-Voting)	Other Business (Non-Voting)				No vote is required for this item.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Close Meeting	Close Meeting				No vote is required for this item.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Management Board (Non-Voting)				No vote is required for this item.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Report of Supervisory Board (Non-Voting)				No vote is required for this item.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	For	For	A qualified vote FOR is warranted as the remuneration report is considered to be in line with best market standards. However, Social Advisory Services also identified the following concern: The Pay for Performance evaluation indicates the 2021 pay package is considered excessive relative to Social Advisory Services selected European peers. Similar concerns were raised for previous year pay packages in 2015, 2016, 2017, 2018, 2019 and 2020.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Accept Financial Statements and Statutory Reports	Adopt Financial Statements and Statutory Reports	For	For	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Miscellaneous Proposal: Company-Specific	Receive Explanation on Company's Dividend Policy				This is a non-voting item.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Approve Dividends	Approve Dividends of EUR 1.57 Per Share	For	For	For	A vote FOR the dividend proposal is warranted as this is a routine request and no concerns have been identified.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Approve Discharge of Management Board	Approve Discharge of Management Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board	For	For	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Elect Supervisory Board Member	Elect Heleen Kersten to Supervisory Board	For	For	For	Votes FOR Heleen Kersten are warranted at this time.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Approve Remuneration of Directors and/or Committee	Amend Remuneration Policy of Supervisory Board	For	For	For	A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Eliminate Preemptive Rights	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Wolters Kluwer to repurchase up to 10 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
Wolters Kluwer NV	WKL	Netherlands	21/04/2022	Approve Reduction in Share Capital	Approve Cancellation of Shares	For	For	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
Workday, Inc.	WDAY	USA	22/06/2022	Elect Director	Elect Director Lynne M. Doughtie	For	For	For	A vote WITHHOLD is warranted for Carl Eschenbach for serving as a director on more than five public company boards. WITHHOLD votes are warranted for incumbent nominating committee member Michael (Mike) McNamara for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workday, Inc.	WDAY	USA	22/06/2022	Elect Director	Elect Director Carl M. Eschenbach	For	Withhold	Withhold	A vote WITHHOLD is warranted for Carl Eschenbach for serving as a director on more than five public company boards. WITHHOLD votes are warranted for incumbent nominating committee member Michael (Mike) McNamara for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workday, Inc.	WDAY	USA	22/06/2022	Elect Director	Elect Director Michael M. McNamara	For	Withhold	Withhold	A vote WITHHOLD is warranted for Carl Eschenbach for serving as a director on more than five public company boards. WITHHOLD votes are warranted for incumbent nominating committee member Michael (Mike) McNamara for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workday, Inc.	WDAY	USA	22/06/2022	Elect Director	Elect Director Jerry Yang	For	For	For	A vote WITHHOLD is warranted for Carl Eschenbach for serving as a director on more than five public company boards. WITHHOLD votes are warranted for incumbent nominating committee member Michael (Mike) McNamara for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workday, Inc.	WDAY	USA	22/06/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 11.35 percent of the fees paid to the auditor are for non-audit purposes.
Workday, Inc.	WDAY	USA	22/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted. The executive pay program lacks a strong connection to objective performance criteria. Annual bonuses were guided by performance assessments, but ultimately determined by committee discretion. Further, equity awards were entirely time-based. These concerns underscore a pay-for-performance misalignment.

Workday, Inc.	WDAY	USA	22/06/2022	Approve Omnibus Stock Plan	Approve Omnibus Stock Plan	For	Against	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The equity program is estimated to be excessively dilutive (overriding factor); * The plan cost is excessive; * The estimated duration of available and proposed shares exceeds six years; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); * The plan permits liberal recycling of shares; and * The plan allows broad discretion to accelerate vesting.
Workday, Inc.	WDAY	USA	22/06/2022	Amend Qualified Employee Stock Purchase Plan	Amend Qualified Employee Stock Purchase Plan	For	For	For	A vote FOR this proposal is warranted given that the purchase price and the current number of shares reserved are reasonable, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.
Workhorse Group Inc.	WKHS	USA	28/12/2021	Elect Director	Elect Director Raymond J. Chess	For	Withhold	Withhold	WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott, and Pamela Mader for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workhorse Group Inc.	WKHS	USA	28/12/2021	Elect Director	Elect Director Harry DeMott	For	Withhold	Withhold	WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott, and Pamela Mader for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workhorse Group Inc.	WKHS	USA	28/12/2021	Elect Director	Elect Director H. Benjamin Samuels	For	For	For	WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott, and Pamela Mader for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workhorse Group Inc.	WKHS	USA	28/12/2021	Elect Director	Elect Director Gerald B. Budde	For	Withhold	Withhold	WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott, and Pamela Mader for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workhorse Group Inc.	WKHS	USA	28/12/2021	Elect Director	Elect Director Richard Dauch	For	For	For	WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott, and Pamela Mader for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workhorse Group Inc.	WKHS	USA	28/12/2021	Elect Director	Elect Director Michael L. Clark	For	For	For	WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott, and Pamela Mader for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workhorse Group Inc.	WKHS	USA	28/12/2021	Elect Director	Elect Director Jacqueline A. Dedo	For	Withhold	Withhold	WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott, and Pamela Mader for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workhorse Group Inc.	WKHS	USA	28/12/2021	Elect Director	Elect Director Pamela S. Mader	For	Withhold	Withhold	WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee.WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott, and Pamela Mader for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Workhorse Group Inc.	WKHS	USA	28/12/2021	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Workhorse Group Inc.	WKHS	USA	28/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Workhorse Group Inc.	WKHS	USA	03/05/2022	Elect Director	Elect Director Raymond J. Chess	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott and Pamela Mader for lack of diversity on the board. WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for incumbent compensation committee members Michael Clark, Harry DeMott, Pamela Mader, and H. Benjamin Samuels, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. A vote FOR the remaining director nominees is warranted at this time.
Workhorse Group Inc.	WKHS	USA	03/05/2022	Elect Director	Elect Director Harry DeMott	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott and Pamela Mader for lack of diversity on the board. WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for incumbent compensation committee members Michael Clark, Harry DeMott, Pamela Mader, and H. Benjamin Samuels, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. A vote FOR the remaining director nominees is warranted at this time.
Workhorse Group Inc.	WKHS	USA	03/05/2022	Elect Director	Elect Director H. Benjamin Samuels	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott and Pamela Mader for lack of diversity on the board. WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for incumbent compensation committee members Michael Clark, Harry DeMott, Pamela Mader, and H. Benjamin Samuels, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. A vote FOR the remaining director nominees is warranted at this time.
Workhorse Group Inc.	WKHS	USA	03/05/2022	Elect Director	Elect Director Gerald B. Budde	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott and Pamela Mader for lack of diversity on the board. WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for incumbent compensation committee members Michael Clark, Harry DeMott, Pamela Mader, and H. Benjamin Samuels, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. A vote FOR the remaining director nominees is warranted at this time.
Workhorse Group Inc.	WKHS	USA	03/05/2022	Elect Director	Elect Director Richard Dauch	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott and Pamela Mader for lack of diversity on the board. WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for incumbent compensation committee members Michael Clark, Harry DeMott, Pamela Mader, and H. Benjamin Samuels, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. A vote FOR the remaining director nominees is warranted at this time.
Workhorse Group Inc.	WKHS	USA	03/05/2022	Elect Director	Elect Director Michael L. Clark	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott and Pamela Mader for lack of diversity on the board. WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for incumbent compensation committee members Michael Clark, Harry DeMott, Pamela Mader, and H. Benjamin Samuels, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. A vote FOR the remaining director nominees is warranted at this time.
Workhorse Group Inc.	WKHS	USA	03/05/2022	Elect Director	Elect Director Jacqueline A. Dedo	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott and Pamela Mader for lack of diversity on the board. WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for incumbent compensation committee members Michael Clark, Harry DeMott, Pamela Mader, and H. Benjamin Samuels, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. A vote FOR the remaining director nominees is warranted at this time.



Workhorse Group Inc.	WKHS	USA	03/05/2022	Elect Director	Elect Director Pamela S. Mader	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott and Pamela Mader for lack of diversity on the board. WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee. WITHOLD votes are warranted for incumbent compensation committee members Michael Clark, Harry DeMott, Pamela Mader, and H. Benjamin Samuels, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. A vote FOR the remaining director nominees is warranted at this time.
Workhorse Group Inc.	WKHS	USA	03/05/2022	Elect Director	Elect Director William G. Quigley, III	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott and Pamela Mader for lack of diversity on the board. WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee. WITHOLD votes are warranted for incumbent compensation committee members Michael Clark, Harry DeMott, Pamela Mader, and H. Benjamin Samuels, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. A vote FOR the remaining director nominees is warranted at this time.
Workhorse Group Inc.	WKHS	USA	03/05/2022	Elect Director	Elect Director Austin Scott Miller	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Raymond Chess, Jacqueline Dedo, Harry DeMott and Pamela Mader for lack of diversity on the board. WITHHOLD votes are warranted for Gerald Budde for serving as a non-independent member of a key board committee. WITHOLD votes are warranted for incumbent compensation committee members Michael Clark, Harry DeMott, Pamela Mader, and H. Benjamin Samuels, in the absence of a say-on-pay proposal on the ballot, due to an unmitigated pay-for-performance misalignment in the executive pay program. A vote FOR the remaining director nominees is warranted at this time.
Workhorse Group Inc.	WKHS	USA	03/05/2022	Ratify Auditors	Ratify Grant Thornton LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Worldline SA	WLN	France	09/06/2022	Amend Articles/Bylaws/Charter -- Non-Routine	Amend Articles 25 and 28 of Bylaws To Comply With Legal Changes	For	For	For	These proposals merit votes FOR as they are deemed non-contentious.
Worldline SA	WLN	France	09/06/2022	Elect Director	Reelect Georges Pauget as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8-11 & 13). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 70.6 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 70.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).
Worldline SA	WLN	France	09/06/2022	Elect Director	Reelect Luc Remont as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8-11 & 13). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 70.6 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 70.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).
Worldline SA	WLN	France	09/06/2022	Elect Director	Reelect Michael Stollarz as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8-11 & 13). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 70.6 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 70.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).
Worldline SA	WLN	France	09/06/2022	Elect Director	Reelect Susan M. Tolson as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8-11 & 13). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 70.6 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 70.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).
Worldline SA	WLN	France	09/06/2022	Appoint Censor(s)	Renew Appointment of Johannes Dijsselhof as Censor	For	Against	Against	Vote AGAINST this item is warranted because the company has failed to provide a convincing rationale on the proposed nomination.
Worldline SA	WLN	France	09/06/2022	Ratify Auditors	Renew Appointment of Deloitte & Associes as Auditor	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Worldline SA	WLN	France	09/06/2022	Dismiss/Remove Director(s)/Auditor(s) (Non-contentious)	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace and Renew	For	For	For	A vote FOR is warranted as there is no concern regarding this proposal.
Worldline SA	WLN	France	09/06/2022	Change Location of Registered Office/Headquarters	Ratify Change Location of Registered Office to Puteaux 92800, 1 Place des Degres, Tour Voltaire and Amend Article 4 of Bylaws Accordingly	For	For	For	This non-contentious proposal merits a vote FOR.
Worldline SA	WLN	France	09/06/2022	Remuneration-Related	Approve Compensation Report of Corporate Officers	For	For	For	A vote FOR this remuneration report is warranted, although the following concern is raised: * Contentious remuneration practices remain despite some board responsiveness to the high levels of shareholder dissent on remunerations at the last annual general meeting.
Worldline SA	WLN	France	09/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	For	For	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern.
Worldline SA	WLN	France	09/06/2022	Amend Articles Board-Related	Amend Article 16 of Bylaws Re: Length of Term of Representative of Employee Shareholders to the Board	For	For	For	These proposals merit votes FOR as they are deemed non-contentious.
Worldline SA	WLN	France	09/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Gilles Grapinet, CEO (and Chairman of the Board Until Separation of Functions)	For	For	For	Votes FOR these remuneration reports are warranted although the following concern is raised: * The Board of directors uses its discretion to adjust the achievement of the 2021 performance criteria attached to the 2019, 2020 and 2021 LTIPs. * The 2019 plans already benefitted from the board's discretionary power one year ago. * This raises questions about the board's responsiveness to shareholder dissent expressed at the last AGM. The main reasons for support are: * The company provided extensive disclosure regarding the proposed adjustments. * The Board made use of a moderating power to limit the number of awards to vest under 2019 plans.
Worldline SA	WLN	France	09/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Compensation of Marc-Henri Desportes, Vice-CEO	For	For	For	Votes FOR these remuneration reports are warranted although the following concern is raised: * The Board of directors uses its discretion to adjust the achievement of the 2021 performance criteria attached to the 2019, 2020 and 2021 LTIPs. * The 2019 plans already benefitted from the board's discretionary power one year ago. * This raises questions about the board's responsiveness to shareholder dissent expressed at the last AGM. The main reasons for support are: * The company provided extensive disclosure regarding the proposed adjustments. * The Board made use of a moderating power to limit the number of awards to vest under 2019 plans.
Worldline SA	WLN	France	09/06/2022	Approve Remuneration Policy	Approve Remuneration Policy of Chairman of the Board	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Worldline SA	WLN	France	09/06/2022	Approve Remuneration Policy	Approve Remuneration Policy of CEO	For	For	For	Votes FOR these remuneration policies are warranted although the following concern is raised: * The LTIP allows for compensatory effects between the criteria. The main reasons for support are: * The LTIP gets limited in case a performance criterion threshold is not met; and * There are no other concerns.
Worldline SA	WLN	France	09/06/2022	Approve Remuneration Policy	Approve Remuneration Policy of Vice-CEO	For	For	For	Votes FOR these remuneration policies are warranted although the following concern is raised: * The LTIP allows for compensatory effects between the criteria. The main reasons for support are: * The LTIP gets limited in case a performance criterion threshold is not met; and * There are no other concerns.

Worldline SA	WLN	France	09/06/2022	Approve Remuneration Policy	Approve Remuneration Policy of Directors	For	For	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Worldline SA	WLN	France	09/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For	Such share buyback programs merit a vote FOR.
Worldline SA	WLN	France	09/06/2022	Approve Reduction in Share Capital	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.
Worldline SA	WLN	France	09/06/2022	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	For	For	For	* Votes FOR the authorizations under Items 28 to 32 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR item 34 is warranted because of its limited volume and specific purpose of acquiring Ingenico shares from beneficiaries of Ingenico share plans.
Worldline SA	WLN	France	09/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to 10 Percent of Issued Capital	For	For	For	* Votes FOR the authorizations under Items 28 to 32 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR item 34 is warranted because of its limited volume and specific purpose of acquiring Ingenico shares from beneficiaries of Ingenico share plans.
Worldline SA	WLN	France	09/06/2022	Accept Financial Statements and Statutory Reports	Approve Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Worldline SA	WLN	France	09/06/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	For	For	For	* Votes FOR the authorizations under Items 28 to 32 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR item 34 is warranted because of its limited volume and specific purpose of acquiring Ingenico shares from beneficiaries of Ingenico share plans.
Worldline SA	WLN	France	09/06/2022	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 28 to 30	For	For	For	* Votes FOR the authorizations under Items 28 to 32 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR item 34 is warranted because of its limited volume and specific purpose of acquiring Ingenico shares from beneficiaries of Ingenico share plans.
Worldline SA	WLN	France	09/06/2022	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For	* Votes FOR the authorizations under Items 28 to 32 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR item 34 is warranted because of its limited volume and specific purpose of acquiring Ingenico shares from beneficiaries of Ingenico share plans.
Worldline SA	WLN	France	09/06/2022	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	For	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
Worldline SA	WLN	France	09/06/2022	Approve Issuance of Shares for a Private Placement	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 650,000	For	For	For	* Votes FOR the authorizations under Items 28 to 32 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR item 34 is warranted because of its limited volume and specific purpose of acquiring Ingenico shares from beneficiaries of Ingenico share plans.
Worldline SA	WLN	France	09/06/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For	Votes FOR these items are warranted as the proposed authorisations do not raise concerns.
Worldline SA	WLN	France	09/06/2022	Approve Qualified Employee Stock Purchase Plan	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For	For	Votes FOR these items are warranted as the proposed authorisations do not raise concerns.
Worldline SA	WLN	France	09/06/2022	Approve Executive Share Option Plan	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	For	For	A vote FOR this resolution is warranted although the following concern is raised: * Compensation effects between performance criteria exist The main reason for support is: * The cap is reduced if a performance criterion threshold is not met; and * There are no other concerns.
Worldline SA	WLN	France	09/06/2022	Approve Restricted Stock Plan	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	For	For	For	A vote FOR this resolution is warranted although the following concern is raised: * Compensation effects between performance criteria exist The main reason for support is: * The cap is reduced if a performance criterion threshold is not met; and * There are no other concerns.
Worldline SA	WLN	France	09/06/2022	Authorize Filing of Required Documents/Other Formalities	Authorize Filing of Required Documents/Other Formalities	For	For	For	A vote FOR this routine item is warranted.
Worldline SA	WLN	France	09/06/2022	Accept Consolidated Financial Statements and Statutory Reports	Approve Consolidated Financial Statements and Statutory Reports	For	For	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.
Worldline SA	WLN	France	09/06/2022	Approve Allocation of Income and Dividends	Approve Treatment of Losses	For	For	For	A vote FOR this income allocation proposal is warranted as it does not raise concerns.
Worldline SA	WLN	France	09/06/2022	Approve Standard Accounting Transfers	Approve Standard Accounting Transfers	For	For	For	A vote FOR this routine accounting measure proposal is warranted.
Worldline SA	WLN	France	09/06/2022	Approve Transaction with a Related Party	Approve Transaction with Deutscher Sparkassen Verlag GmbH (DSV) Re: Business Combination Agreement	For	For	For	A vote FOR this proposal is warranted based on the information disclosed in the auditors' special report.
Worldline SA	WLN	France	09/06/2022	Elect Director	Reelect Mette Kamsvag as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8-11 & 13). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 70.6 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 70.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).
Worldline SA	WLN	France	09/06/2022	Elect Director	Reelect Caroline Parot as Director	For	For	For	* Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 8-11 & 13). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 70.6 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 70.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).
WPP Plc	WPP	Jersey	24/05/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the Company's routine submission of the Directors' report and financial statements is warranted as no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Mark Read as Director	For	For	For	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Illube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect John Rogers as Director	For	For	For	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Illube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.

WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Cindy Rose as Director	For	For	For	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Ilube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Nicole Seligman as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Ilube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Keith Weed as Director	For	For	For	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Ilube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Jasmine Whitbread as Director	For	For	For	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Ilube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Ya-Qin Zhang as Director	For	For	For	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Ilube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
WPP Plc	WPP	Jersey	24/05/2022	Ratify Auditors	Reappoint Deloitte LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 4.2 percent of the total fees paid to the auditor are for non-audit purposes.
WPP Plc	WPP	Jersey	24/05/2022	Authorize Board to Fix Remuneration of External	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For	A vote FOR this item is warranted because only 4.2 percent of the total fees paid to the auditor are for non-audit purposes.
WPP Plc	WPP	Jersey	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Authorise Issue of Equity	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
WPP Plc	WPP	Jersey	24/05/2022	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
WPP Plc	WPP	Jersey	24/05/2022	Approve Restricted Stock Plan	Approve Executive Performance Share Plan	For	For	For	A vote FOR this resolution is warranted in the absence of any significant concerns.
WPP Plc	WPP	Jersey	24/05/2022	Authorize Share Repurchase Program	Authorise Market Purchase of Ordinary Shares	For	For	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
WPP Plc	WPP	Jersey	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
WPP Plc	WPP	Jersey	24/05/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Elect Simon Dingemans as Director	For	For	For	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Ilube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Angela Ahrendts as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Ilube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Sandrine Dufour as Director	For	For	For	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Ilube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Tarek Farahat as Director	For	For	For	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Ilube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Tom Ilube as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Ilube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
WPP Plc	WPP	Jersey	24/05/2022	Elect Director	Re-elect Roberto Quarta as Director	For	Against	Against	A vote AGAINST incumbent nomination committee members Roberto Quarta, Nicole Seligman, Angela Ahrendts and Thomas (Tom) Ilube is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Xero Limited	XRO	New Zealand	12/08/2021	Authorize Board to Fix Remuneration of External	Authorize Board to Fix Remuneration of the Auditors	For	For	For	A vote FOR this resolution is warranted because no corporate governance concerns have been identified in relation to the fees paid to the auditor.
Xero Limited	XRO	New Zealand	12/08/2021	Elect Director	Elect Dale Murray as Director	For	Against	Against	Votes AGAINST incumbent Nominating Committee member Dale Murray are warranted for lack of diversity on the board.Votes FOR Steven Aldrich are warranted at this time.
Xero Limited	XRO	New Zealand	12/08/2021	Elect Director	Elect Steven Aldrich as Director	For	For	For	Votes AGAINST incumbent Nominating Committee member Dale Murray are warranted for lack of diversity on the board.Votes FOR Steven Aldrich are warranted at this time.
Xero Limited	XRO	New Zealand	12/08/2021	Approve Increase in Aggregate Compensation Ceiling for Directors	Approve the Increase in Non-Executive Directors' Fee Pool	None	For	For	A qualified vote FOR this resolution is warranted.* The current NED and chair fees are below the average director fees in the ASX 16-25 market capitalisation peer group of companies. The proposed increases would contribute to put NED fees in this company in line with Australian market capitalisation peers.* The proposed fee pool is disclosed to provide sufficient headroom to " remunerate directors for potential increases in workload and responsibilities as the company expands its business," add a US-based director, and" incorporate changes to the board committee structure.* The increase is not unreasonable compared with the strong growth of the company in recent years.The qualification is to highlight that the quantum of the proposed increase in the directors' fee pool of approximately 23 percent, or \$500,000, is substantial and the proposed increases to the chairman and individual NED fees are excessive when compared to the average wage growth in Australia and New Zealand.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	25/02/2022	Approve Transaction with a Related Party	Approve Connected Transactions for Sales of Products Conducted in the Ordinary Course of Business (A Share) between the Company and China Three Gorges New Energy (Group) Co., Ltd.	For	For	For	A vote FOR these proposals is warranted given that the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	25/02/2022	Approve Transaction with a Related Party	Approve Connected Transactions for Sales of Products Conducted in the Ordinary Course of Business (A Share) between the Company and Xinjiang New Energy (Group) Co., Ltd.	For	For	For	A vote FOR these proposals is warranted given that the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	25/02/2022	Approve Director/Officer Liability and Indemnification	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For	For	A vote FOR this resolution is warranted given the purchase of liability insurance for the directors, supervisors, and senior management is in accordance with the common international practice.

Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	25/02/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Elect Wang Yan as Supervisor	For	For	For	In the absence of any known issues relating to the nominee, a vote FOR his election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Accept Financial Statements and Statutory Reports	Approve Report of the Board of Directors	For	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Approve Remuneration of Directors and/or Committee	Approve Remuneration of Directors	For	For	For	Director and supervisor fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director and supervisor remuneration at the company, a vote FOR these proposals is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Approve Remuneration of Directors and/or Committee	Approve Remuneration of Supervisors	For	For	For	Director and supervisor fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director and supervisor remuneration at the company, a vote FOR these proposals is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Wu Gang as Director	For	For	For	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Cao Zhigang as Director	For	For	For	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Wang Haibo as Director	For	Against	Against	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Lu Hailin as Director	For	Against	Against	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Gao Jianjun as Director	For	Against	Against	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Wang Kaiguo as Director	For	For	For	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Yang Jianping as Director	For	For	For	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Zeng Xianfen as Director	For	For	For	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	Elect Wei Wei as Director	For	For	For	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Elect Li Tiefeng as Supervisor	For	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Elect Luo Jun as Supervisor	For	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors'	Elect Wang Yan as Supervisor	For	For	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Accept Financial Statements and Statutory Reports	Approve Report of the Supervisory Committee	For	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Accept Financial Statements and Statutory Reports	Approve Audited Consolidated Financial Statements and Auditors' Report	For	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Approve Dividends	Approve Final Dividend Distribution	For	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Accept Financial Statements and Statutory Reports	Approve Annual Report	For	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Authorize Use of Financial Derivatives	Approve Proposed Operation of Exchange Rate Hedging Business	For	For	For	A vote FOR this item is warranted because the use of financial derivatives is for hedging purpose only.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Approve/Amend Loan Guarantee to Subsidiary	Approve Provision of New Guarantees by the Company for its Subsidiaries	For	For	For	A vote FOR this resolution is warranted considering the company's ownership stakes in entities being guaranteed, the potential reduction in the borrowing cost, and the operational needs. Further, the company's provision of guarantees is proportionate to its ownership stake and as such its risk exposure is proportionate to its equity interest.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Approve/Amend Loan Guarantee to Subsidiary	Approve Provision of Letter of Guarantee by the Company for the Benefit of Its Subsidiaries	For	Against	Against	A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.
Xinjiang Goldwind Science & Technology Co., Ltd.	2208	China	22/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as PRC Auditors and Deloitte Touche Tohmatsu as International Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.
Xinyi Solar Holdings Limited	968	Cayman Islands	02/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Xinyi Solar Holdings Limited	968	Cayman Islands	02/06/2022	Approve Dividends	Approve Final Dividend	For	For	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Xinyi Solar Holdings Limited	968	Cayman Islands	02/06/2022	Elect Director	Elect Li Man Yin as Director	For	For	For	A vote FOR all nominees is warranted.
Xinyi Solar Holdings Limited	968	Cayman Islands	02/06/2022	Elect Director	Elect Lo Wan Sing, Vincent as Director	For	For	For	A vote FOR all nominees is warranted.
Xinyi Solar Holdings Limited	968	Cayman Islands	02/06/2022	Elect Director	Elect Kan E-ting, Martin as Director	For	For	For	A vote FOR all nominees is warranted.
Xinyi Solar Holdings Limited	968	Cayman Islands	02/06/2022	Approve Remuneration of Directors and/or Committee	Authorize Board to Fix Remuneration of Directors	For	For	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Xinyi Solar Holdings Limited	968	Cayman Islands	02/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.

Xinyi Solar Holdings Limited	968	Cayman Islands	02/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Xinyi Solar Holdings Limited	968	Cayman Islands	02/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Xinyi Solar Holdings Limited	968	Cayman Islands	02/06/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	For	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Xinyi Solar Holdings Limited	968	Cayman Islands	02/06/2022	Elect Director	Elect Leong Chong Peng as Director	For	For	For	A vote FOR all nominees is warranted.
XPeng, Inc.	9868	Cayman Islands	08/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Class-based Articles Amendments	For	For	For	A vote FOR this proposal is warranted given that the proposed Class-based Articles Amendments would ensure that the company's Articles are in compliance with the Hong Kong Listing Rules, are based on the company's actual circumstances, and given the absence of any known concerns regarding such proposed amendments.
XPeng, Inc.	9868	Cayman Islands	08/12/2021	Amend Articles/Bylaws/Charter -- Non-Routine	Approve Non-class-based Articles Amendments	For	For	For	A vote FOR these proposals is warranted given the following: * The proposed Class-based Articles Amendments and Non-Class-based Articles Amendments would ensure that the company's Articles are in compliance with the Hong Kong Listing Rules and are based on the company's actual circumstances. * Among others, the proposed amendments would lengthen the notice period for general meetings which is deemed to be in the best interest of the shareholders. * The absence of any known concerns regarding the proposed amendments to the Articles of the company.
XPeng, Inc.	9868	Cayman Islands	24/06/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
XPeng, Inc.	9868	Cayman Islands	24/06/2022	Authorize Reissuance of Repurchased Shares	Authorize Reissuance of Repurchased Shares	For	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
XPeng, Inc.	9868	Cayman Islands	24/06/2022	Elect Director	Elect Xiaopeng He as Director	For	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
XPeng, Inc.	9868	Cayman Islands	24/06/2022	Elect Director	Elect Yingjie Chen as Director	For	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
XPeng, Inc.	9868	Cayman Islands	24/06/2022	Elect Director	Elect Ji-Xun Foo as Director	For	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
XPeng, Inc.	9868	Cayman Islands	24/06/2022	Elect Director	Elect Fei Yang as Director	For	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
XPeng, Inc.	9868	Cayman Islands	24/06/2022	Approve Auditors and Authorize Board to Fix Their Remuneration	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.
XPeng, Inc.	9868	Cayman Islands	24/06/2022	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
XPeng, Inc.	9868	Cayman Islands	24/06/2022	Authorize Share Repurchase Program	Authorize Repurchase of Issued Share Capital	For	For	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Amend Articles to: (Japan)	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Ogasawara, Hiroshi	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Murakami, Shuji	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Ogawa, Masahiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Minami, Yoshikatsu	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Kumagae, Akira	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Morikawa, Yasuhiko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director Kato, Yuichiro	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director and Audit Committee Member Sasaki, Junko	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
YASKAWA Electric Corp.	6506	Japan	26/05/2022	Elect Director	Elect Director and Audit Committee Member Matsuhashi, Kaori	For	For	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Zalando SE	ZAL	Germany	18/05/2022	Receive Financial Statements and Statutory Reports (Non-Voting)	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)				This is a non-voting item.
Zalando SE	ZAL	Germany	18/05/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Omission of Dividends	For	For	For	A vote FOR this resolution is warranted.
Zalando SE	ZAL	Germany	18/05/2022	Approve Discharge of Management Board	Approve Discharge of Management Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Zalando SE	ZAL	Germany	18/05/2022	Approve Discharge of Supervisory Board	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Zalando SE	ZAL	Germany	18/05/2022	Ratify Auditors	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	For	For	Votes FOR are warranted because there are no concerns regarding these proposals.
Zalando SE	ZAL	Germany	18/05/2022	Ratify Auditors	Ratify Ernst & Young GmbH as Auditors for the Review of Interim Financial Statements Until 2023 AGM	For	For	For	Votes FOR are warranted because there are no concerns regarding these proposals.
Zalando SE	ZAL	Germany	18/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Approve Remuneration Report	For	Against	Against	A vote AGAINST is warranted because the remuneration report contains several concerns: * Zalando's payout levels for executives are the highest in the German market, which is considered excessive, especially in light of Zalando's size. * The 2019 LTIP allows retesting, which diminishes the stringency of metrics and may be considered overly favorable to beneficiaries. * The 2019 LTIP may partially vest in less than three years * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration.

Zalando SE	ZAL	Germany	18/05/2022	Amend Executive Share Option Plan	Amend Stock Option Plan 2014, Equity Incentive Plan and Long-Term Incentive 2018	For	For	For	A vote FOR is warranted because the proposed amendments are unproblematic.
Zebra Technologies Corporation	ZBRA	USA	12/05/2022	Elect Director	Elect Director Nelda J. Connors	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee members Michael Smith and Frank Modruson for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Zebra Technologies Corporation	ZBRA	USA	12/05/2022	Elect Director	Elect Director Frank B. Modruson	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Michael Smith and Frank Modruson for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Zebra Technologies Corporation	ZBRA	USA	12/05/2022	Elect Director	Elect Director Michael A. Smith	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee members Michael Smith and Frank Modruson for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.
Zebra Technologies Corporation	ZBRA	USA	12/05/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While some concern exists regarding the nondisclosure of specific performance targets, annual incentives are primarily linked to pre-set financial metrics and the majority of equity awards performance-conditioned.
Zebra Technologies Corporation	ZBRA	USA	12/05/2022	Ratify Auditors	Ratify Ernst & Young LLP as Auditors	For	For	For	A vote FOR this item is warranted because only 6.84 percent of the fees paid to the auditor are for non-audit purposes.
Zendesk, Inc.	ZEN	USA	25/02/2022	Approve Acquisition OR Issue Shares in Connection with Acquisition	Issue Shares in Connection with Acquisition	For	Against	Against	Although ZEN's leadership believes that the acquisition will lead to a more compelling enterprise offering, faster revenue growth, and higher margins, the projected benefits are limited to one additional percentage point of revenue growth and 2.7 additional percentage points of operating income margin in 2025. Details about the company's plan for achieving revenue synergies are limited, such that the risks of the transaction, and the accompanying dilution to shareholders, do not appear justified by the uncertain and slight impact. Moreover, the shareholders publicly opposing the transaction have raised valid concerns that are bolstered by the market's sharply negative reaction to the transaction's announcement and a solid stand-alone narrative. In light of these factors, a vote AGAINST this proposal is warranted.
Zendesk, Inc.	ZEN	USA	25/02/2022	Adjourn Meeting	Adjourn Meeting	For	Against	Against	As support for the underlying transaction is not warranted, vote AGAINST this item.
Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Elect Director	Elect Director Carl M. Eschenbach	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Santiago Subotovsky for lack of diversity on the board. WITHHOLD votes are warranted for Carl Eschenbach for serving as a director on more than five public company boards. WITHHOLD votes are warranted for director nominees Carl Eschenbach, Janet Napolitano, and Santiago Subotovsky given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, as well as for failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. A vote FOR director nominee William (Bill) McDermott is warranted.
Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Elect Director	Elect Director William R. McDermott	For	For	For	WITHHOLD votes are warranted for incumbent nominating committee member Santiago Subotovsky for lack of diversity on the board. WITHHOLD votes are warranted for Carl Eschenbach for serving as a director on more than five public company boards. WITHHOLD votes are warranted for director nominees Carl Eschenbach, Janet Napolitano, and Santiago Subotovsky given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, as well as for failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. A vote FOR director nominee William (Bill) McDermott is warranted.
Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Elect Director	Elect Director Janet Napolitano	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Santiago Subotovsky for lack of diversity on the board. WITHHOLD votes are warranted for Carl Eschenbach for serving as a director on more than five public company boards. WITHHOLD votes are warranted for director nominees Carl Eschenbach, Janet Napolitano, and Santiago Subotovsky given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, as well as for failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. A vote FOR director nominee William (Bill) McDermott is warranted.
Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Elect Director	Elect Director Santiago Subotovsky	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Santiago Subotovsky for lack of diversity on the board. WITHHOLD votes are warranted for Carl Eschenbach for serving as a director on more than five public company boards. WITHHOLD votes are warranted for director nominees Carl Eschenbach, Janet Napolitano, and Santiago Subotovsky given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, as well as for failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. A vote FOR director nominee William (Bill) McDermott is warranted.
Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Ratify Auditors	Ratify KPMG LLP as Auditors	For	For	For	A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.
Zoom Video Communications, Inc.	ZM	USA	16/06/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Zscaler, Inc.	ZS	USA	05/01/2022	Elect Director	Elect Director Karen Blasing	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Karen Blasing and Charles Giancarlo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.A vote FOR remaining director nominee Eileen Naughton is warranted.
Zscaler, Inc.	ZS	USA	05/01/2022	Elect Director	Elect Director Charles Giancarlo	For	Withhold	Withhold	WITHHOLD votes are warranted for incumbent director nominees Karen Blasing and Charles Giancarlo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.A vote FOR remaining director nominee Eileen Naughton is warranted.
Zscaler, Inc.	ZS	USA	05/01/2022	Elect Director	Elect Director Eileen Naughton	For	For	For	WITHHOLD votes are warranted for incumbent director nominees Karen Blasing and Charles Giancarlo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.A vote FOR remaining director nominee Eileen Naughton is warranted.
Zscaler, Inc.	ZS	USA	05/01/2022	Ratify Auditors	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.
Zscaler, Inc.	ZS	USA	05/01/2022	Advisory Vote to Ratify Named Executive Officers' Compensation	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	A vote AGAINST this proposal is warranted, driven by concerns surrounding the CEO's equity awards. While the awards are entirely performance-based, they utilize the same financial metrics as the annual incentive plan, are measured over a one-year performance period, and lack disclosure of both targets and actual performance. White the same target number of PSUs was granted as in the previous year, the CEO's FY21 equity grant value was substantially larger than the median total pay of both ISS' and the company's selected peers. Most other NEOs' equity awards were only subject to time-based vesting.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Accept Financial Statements and Statutory Reports	Accept Financial Statements and Statutory Reports	For	For	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Income and Dividends of CHF 20.35 per Share	For	For	For	Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Approve Allocation of Income and Dividends	Approve Allocation of Dividends of CHF 1.65 per Share from Capital Contribution Reserves	For	For	For	Votes FOR the allocation of income resolutions are warranted due to a lack of concerns.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Approve Discharge of Management Board	Approve Discharge of Board and Senior Management	For	For	For	Votes FOR this proposal are warranted at this time, as there is no evidence that the board or senior management have not fulfilled their fiduciary duties.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Reelect Michel Lies as Director and Board Chairman	For	For	For	Votes FOR the proposed board and committee nominees are warranted.

Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Reelect Joan Amble as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Reelect Catherine Bessant as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Reelect Dame Carnwath as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Reelect Christoph Franz as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Reelect Michael Halbherr as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Reelect Sabine Keller-Busse as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Reelect Monica Maechler as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Reelect Kishore Mahbubani as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Reelect Jasmin Staiblin as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Reelect Barry Stowe as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Director	Elect Peter Maurer as Director	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Member of Remuneration Committee	Reappoint Michel Lies as Member of the Compensation Committee	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Member of Remuneration Committee	Reappoint Catherine Bessant as Member of the Compensation Committee	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Member of Remuneration Committee	Reappoint Christoph Franz as Member of the Compensation Committee	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Member of Remuneration Committee	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Member of Remuneration Committee	Reappoint Kishore Mahbubani as Member of the Compensation Committee	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Elect Member of Remuneration Committee	Reappoint Jasmin Staiblin as Member of the Compensation Committee	For	For	For	Votes FOR the proposed board and committee nominees are warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Designate X as Independent Proxy	Designate Keller KLG as Independent Proxy	For	For	For	A vote FOR this proposal is warranted due to a lack of concerns.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Ratify Auditors	Ratify Ernst & Young AG as Auditors	For	For	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Approve Remuneration of Directors and/or Committee Members	Approve Remuneration of Directors in the Amount of CHF 6 Million	For	For	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Approve Remuneration of Executive Directors and/or Non-Executive Directors	Approve Remuneration of Executive Committee in the Amount of CHF 79 Million	For	For	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Approve Extension of Existing Authorized Capital Pool of CHF 4.5 Million with or without Exclusion of Preemptive Rights and Approve Amendment to Existing Conditional Capital Pool	For	For	For	A vote FOR the proposed authorisation is warranted.
Zurich Insurance Group AG	ZURN	Switzerland	06/04/2022	Other Business	Transact Other Business (Voting)	For	Against	Against	A vote AGAINST is warranted because:• This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and• The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

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